

# FAIR FAMILY NEWS

OREGON COUNTRY FAIR  ONE CREATIVE FAMILY

VOLUME 31 ISSUE 7 DECEMBER 2023



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## FAIR FAMILY CALENDAR

### JANUARY

- 8 Board of Directors Meeting, 7 pm
- 10 Fair Family News Deadline
- 29 Board of Directors Budget Meeting, 7 pm

### FEBURARY

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

For additional events see:

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



Photo © 2022 norma sax

Bear finds the OCF office very convenient for writing his letter to Santa.

**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 Capricorns!



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



## Get on the FFN and/or Voting Membership List

*Tell us your name and your email address to be notified of the online version of the newsletter; your crew or booth number; name of your leader or booth rep; name of person who can verify your participation, and your mailing address if applying for membership.*

Mail to: OCF, Membership/Mailing,  
442 Lawrence Street, Eugene, 97401.

Or Email to: [info@oregoncountryfair.org](mailto:info@oregoncountryfair.org)



## FFN EMANATIONS

- Mary "Radiance" Doyon
- Suzi "Sparkle" Prozanski
- Daniel "Beacon" Cohn
- Brad "Luster" Lerch
- Trisha "Glow" Burbaum
- norma "flare" sax
- Michael "Aurora" Ottenhausen
- Kim "Incandescence" Griggs
- Vanessa "Gleam" Roy
- Alex "Glitter" Zabala





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## Ode To Country Fair



*Hooray Hooray we're at the Fair  
Where weather's hot and skin is bare.  
We all arrive with excitement in our soul  
To be part of the Fair  
We anticipate a podcast with our feelings to share  
We're Virgins of sort, no previous view  
Of what the Fair has in store for our crew.*

*Shenanigans, pranks, melodic moods too  
And please, even at Fair, take care of your shoes.  
Much more is to come, much more is in store  
I've even heard there is an invisible door!  
Into the void I go, into the void I jump  
Another magical day, with much more wonder and play  
Down the rabbit hole we go, and on the front porch  
we land  
And we did it all with many, many helping hands.*

*Volunteers, elders, staff and crew  
Entertainers, vendors and the Dead family too.  
We gather here on these sacred grounds  
To share all we have with the people around  
Ambient music can be heard here and there  
It all IS within the Oregon Country Fair.*

*From the Ritz to Kesey stage, and oh, the Midnight Show  
It's just like Dr. Suess, "oh the places you'll go!"  
Synchronicities can be found to the left and the right  
And please don't forget to get dressed up at night  
First year at the Main Stage, and all female line up  
It's about damn time, looks like the Fair's growing up.  
And by grown up I mean out, more inclusion its true  
So thank you for inviting the no Simple Road Crew.*

*by Melanie "Mel" Schafer, No Simple Road*

### 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).*



# Hear Ye, Hear Ye! Elders Holiday Party

The Elders are holding their annual Holiday Party, slated for Saturday, December 16, 2 - 5 pm. All Fair Family are invited. The event location is the Washington Park Community Center on 2025 Washington Street in Eugene. It's a bright, open venue. Come early to help decorate, and stay late to help with cleanup.

Revelers are requested to bring savory and sweet finger foods to share, along with non-alcoholic beverages. Please bring your own cup and plate to save on paper and reduce trash.

There will also be a raffle for a large gift basket full of goodies valued at about \$200. The cost of a raffle ticket is \$5. Buy as many raffle tickets as you'd like! Bring cash or checks. Proceeds will go to fund the Elders' 2024 Meet and Greet event held Thursday before opening day of the Fair.

The party planners are working on having a Zoom presence at the party. Watch for information on the .net site's calendar page where the Zoom link and specific hours for the Zoom-in will be posted.



## New Assistant Event Manager:

### Tierra "Sunny" Arthurs

We are excited to welcome Sunny Arthurs as our Assistant Event Manager. Sunny has a wealth of experience that will benefit the Fair. She has been a volunteer with OCF for more than 20 years. Most recently, she was the Entertainment Camp Host. She was instrumental in helping create the campsite map that accommodates around 600 tents. At the 2023 Fair, she was asked to act as an Artist Liaison for Main Stage, which has become a permanent position.

Outside of the Fair, Sunny was the Executive Director of an inter-

national Roller Derby Tournament. She worked with her volunteers to successfully create the first sustainable-certified sporting event in Lane County. She also led workshops at the Lane County Sports Summit to help other events become sustainable.

She is an experienced landscape gardener and farmer, and she is dedicated to the Fair's mission of intentional land stewardship and long-term sustainable goals. Sunny will join us on January 2, 2024. Please welcome her to her new role and thank her for her decades of dedication to the Oregon Country Fair.



# Fair Thee Well: Bear Diriwachter

by Sinead Oskey, photo by Jon Stinnett

Bear Diriwachter passed away at his home in Cottage Grove, Oregon, on November 14, 2023, leaving behind a large and loud legacy of laughter, love, and a whole lot of iron.

Bear was born Mark Edward Diriwachter in Syracuse, New York, on May 8, 1971, to Milton Diriwachter and MaryLee (Shafer) Frysinger. Bear grew up the beloved little brother to Lisa and David Diriwachter. After moving to Oregon, Bear studied archaeology at the University of Oregon, but it was his passion for blacksmithing that forged his career.

He was a blacksmith for 27 years, hammering out a living and opening his shop, Bear Iron, in Cottage Grove in 2016. Prior to that, he helped establish M. Pepper Ironworks in Glenwood, Oregon. Bear honed his craft not only from his own exploration, but by learning from many great mentors, and he treasured the knowledge gained from the other smiths that he revered.

His work was not just functional, but deeply creative, and he was as passionate about it as he was for his beloved friends and family. The shop was not just a place for forging iron, after all, but a place where he forged a community of chosen family. His art, both creative and functional, graces the homes and businesses of many in the community, and will keep his iron legacy alive for generations to come.

Beyond being a strong fixture in the Cottage Grove community, Bear was a legend in his own right at the Oregon Country Fair, where he volunteered every summer since 1996. He served on various crews over the years, including Security, Archaeology, and most recently, the Art Barn Crew.

He loved people, and talking to people, and was a deeply loved part of the Fair community, and every circle he ran in. His conversations were as engaging as his ironwork; if he was telling a story, you would definitely want to listen up. Bear considered himself an expert on everything, and he could be damn convincing that he was. But as loud as he was, he also always had an ear to listen. You could be certain that he would have opinions on the topic, and he would voice them, but he would always listen.

Above all his other achievements, Bear's greatest joy and accomplishment was the love he poured into rais-



ing his son Kinto, helping to shape him into the incredible man he is today. One could always see the pride in Bear's eyes when talking about how lucky he was to share adventures with Kinto as he grew up, and those stories were some of his favorite memories.

One of these adventures, which Bear considered one of his greatest accomplishments, was hiking the Oregon section of the Pacific Crest Trail in 2016, which he did accompanied by one of his greatest loves, his beloved dog Orca, who was his close companion for 15 years. Kinto joined Bear and Orca in hiking the final stretch of the journey.

Bear is survived by his beloved partner Natalie Kasmar of Cottage Grove; his son Kinto Wolf Spirit Diriwachter (Najah Alboushi) of Oakland, California; his mother, MaryLee Frysinger, (Donald) of Liverpool, New York; his siblings Lisa Diriwachter (Brandon White) of Dorena, Oregon, and David Diriwachter (Deirdre Bohan) of Martha's Vineyard, Massachusetts; his nephew Declan Diriwachter; and many aunts, uncles, and cousins. Bear was preceded in death by his father, Milton Diriwachter, and his finest furry companion, Orca.

Beyond his kin, Bear leaves behind countless friends and loved ones from the many communities he ran in. The ripples of his passing are felt far and wide. Bear was a man of many talents, but among his greatest was his ability to make people laugh. He approached life with a sense of humor that was as robust as his blacksmithing arm. He was hard working, fiercely loving, and loudly passionate, and everyone in his circles are all the better for having been part of his audience. May we remember him with a smile and a good drink, and strive to move through the world with the unapologetic authenticity that he bestowed upon all who knew and loved him.

Several hundred friends, family members, crew members and colleagues gathered on Sunday, November 19, for "Bear's Bash." It was a wake, celebration, feast and bull session all rolled into a gooey ball and topped off with a massive bonfire that sent flames and sparks heavenly and left a bed of embers any smith would salivate over. Many Fair Family were among those who were drawn by the love of a heart as big as his body and as warm as those coals. Bear, Fair thee well!

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## *Fair Thee Well: Randy Baker*

*by Randy Baker and Peggy Johnston*

Our friend and Fair Family member Randy Baker has crossed over life's bridge to peace and surrender after a long battle with prostate cancer. He died on November 24 at the age of 57. Randy is survived by his wife Peggy Johnston. They were married in 2005.

Randy had a few different volunteer positions over the years, including 10 years at the Bi-Coastal Café, cooking up delicious French toast at the top of the Eight with Peggi Sue Robart and Sara Sue Stone and the Brigadoon Crew.

More recently, Randy worked in the Community Village's Health and Healing Booth representing Positive Community Kitchen, a local not-for-profit helping to support wellness and improve outcomes by connecting patients recovering from surgery



or medical treatments with free, healthful and nutritionally balanced meals designed to feed and heal an entire family. Please check out [www.positivecommunitykitchen.org](http://www.positivecommunitykitchen.org) for more information and ways to participate.

Randy also enjoyed camping at the Far Side ball field, setting up there beginning around 2002 in his much-loved VW pop-top camper, alongside friends and family from far and wide. Randy liked to come early and stay late, and served as Camp Host at Camp Easy Street for several years, helping to ensure our camp would be ready and waiting for another year's adventures.

Randy loved the Fair and all the people who came to visit over the years. Please take a moment to reflect on how your life has been enhanced by the exceptional spirit of service and love that is the Oregon Country Fair.

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## *Fair Thee Well: Eve Woodward-Shawl*

*by Jerry Shawl*

On November 24, 2023, Eve Woodward-Shawl departed this earth; with her went a part of my soul. The color in my world is gone. She was the love of my life and my reason for living.

The pain of multiple sclerosis was her constant companion; despite this, her spirit was never broken. She brought light, love, compassion, and understanding to those whose hearts she touched.

Eve is an artist, poet, lover, and mother. She created the Country Fair poster, "The Tapestry of Memories," and the coloring book of the 1994 Fair. Her art can take your breath away. Her poetry can make a grown man cry, and her jokes can make the Sphinx laugh.

Her art appeared in such publications as Healing Currents, the Emerald, What's Happening, several of the University of Oregon departmental publications,

several local charities and community organizations, the Circle of Hands Gallery, and the Salon de Refuses.

She birthed and raised two wonderful sons, Ryan and Noah, both of whom are active Fair Family members at the Pizza Company since 1998. She has four grandchildren, Gabe, Cara, Nathan, and Leo and two stepsons, Adam and Enoch.

Eve's journey began in California in 1955 at Palos Verdes. Eve moved to Phoenix and finally found her home in Eugene with me, Jerry Shawl. I feel unbelievably blessed that I've had Eve in my life for 24 wonderful years.

The date of her celebration is not yet determined. However, if you email me at: [elsepremo@msn.com](mailto:elsepremo@msn.com) — I can inform you of the date and place of Eve's celebration.

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# **UNDERWRITERS**

## Recently Unclassified Material

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

**LOST & FOUND:** A handful of fairy dust. Three large daisies, The ecstasy of children & glitter. Exhaustion. Skin. An unnamed moment waiting in line for classice calzones; I cried.

**LOST:** That day long ago when I, a child first approached the fair. The man who magically made monsters & dragons out of hot taffy on wooden sticks. The wonderment.

**FOUND:** A silver thread, shining amid the mud beneath the dancers' bodies, undulating to heat & beat in the Drum Tower. Could this be yours? Contact Burning Tarot.

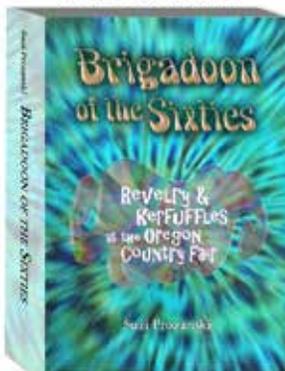
**BURNING TAROT:** Podcast & nature walks, Tarot & astrology readings, by a poet who grew up over Crow Road & up the power line hill. Enjoy at [tiffanyleebrown.com/burning-tarot](http://tiffanyleebrown.com/burning-tarot).

Faire Elder (73 y.o.m) seeks an occasional overnight(s) parking space (near Eugene in Lane county) for a recently fully remodeled Toyota mobile home (22 ft). No electricity needed. John at: [jrhigby@hotmail.com](mailto:jrhigby@hotmail.com)

Season's Greetings to you all! Here's to the returning of the light!

**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](http://www.suzipro.com)**

## DODECA ART FARM

Creating and enhancing



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- moon worshipping
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- OCF Art Barn support

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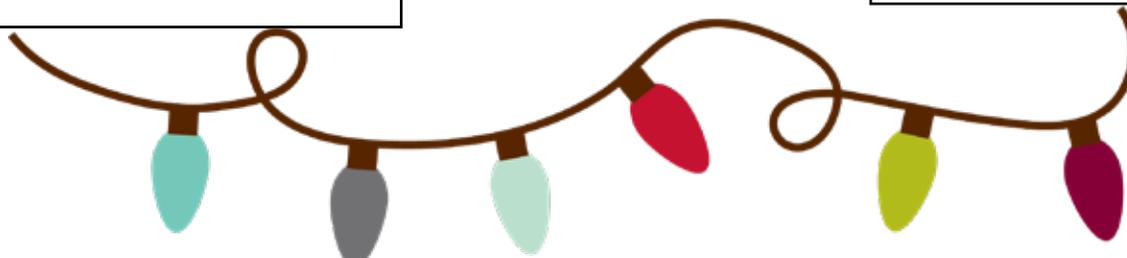
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**WOW HALL**

8th & Lincoln

All Ages  
687-2746

12/14 - Bell Witch with Otay:onii  
12/15 - Stinkfoot Orchestra with Ray White  
12/31 - Cap'n Trips Presents: Hippie New Year Dance Party  
1/12 - Pablo Francisco  
1/13 - The Third Mind  
1/16 - Band of Brothers: Levin & La Barbera  
1/19 - Groundation with Sol Seed  
1/20 - The Perfect Storm: Khalil Romeo x Quez Masonn Deforest, Luna, RADO, Hans  
1/21 - Thumpasaurus  
1/27 - Judy Blue Eyes



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# Follow-Up Report on Bylaws to the Board

*submitted by the OCF Bylaws Committee*

At the October 2, 2023, Board of Directors meeting, the Amended Bylaws of the Oregon Country Fair were approved by the Board. This was the culmination of nearly three years, 35 committee meetings, and two Board work sessions to carry out the Board charge issued on November 2, 2020. The scope was to bring the Bylaws into compliance with changes in the Oregon Nonprofit Act (ORS 65) that took effect on January 1, 2020, and to provide for electronic communication since the Bylaws were written prior to the advent of the internet. Over the course of the comprehensive review and update, questions arose that were outside of that scope.

The purpose of this report is to advise the Board regarding areas of the Bylaws that they might consider directing the committee to work on, as follows:

Article V. Members, Section 2: Eligibility and Admission outlines the eligibility requirements and process for becoming a voting member of the OCF. There is currently no age requirement, as membership is tied to receipt of a wristband, other Fair camping pass, or verifiable worker day pass. **Does the Board wish to consider the question regarding an age requirement?**

Article VII. The Board of Directors, Section 2(e): Term. This section states that each Director shall serve for three years or until their resignation or removal, but there is no mechanism for a Director to resign. Officers may resign by delivering written notice to the Recording Secretary. **Does the Board wish to designate a mechanism for Directors who are not Officers to resign?**

Article VII. The Board of Directors, Section 4: Vacancies. The language here is somewhat confusing, but essentially it means that when the number of Directors falls below the number authorized (which is 12 at this time), the Board can fill the vacancy by a simple majority vote. All other Board actions require a 2/3 majority. **Does the Board wish to a) clarify this section, and b) consider whether a simple majority or a 2/3 majority should be required?**

Article VII. The Board of Directors, Section 5: Committees. This section is very scant, so there is not a lot of guidance about how committees should work. Ac-

ording to ORS 65.354, there are two different types of committees, and the same rules “governing meetings, action without meetings, notice and waiver of notice, and quorum and voting requirements of the Board of Directors, also apply to committees and committee members.” This has implications for future policy decisions regarding committees. **Does the Board wish to clarify this section of the Bylaws regarding committees?**

Article VIII. Meetings of the Board of Directors, Section 5: Emergency Meetings. The OCF Bylaws only consider the time during the production of the Fair, but it is possible to have a situation outside of event time. ORS 65.064 & 65.081 addresses emergency bylaws and powers and define an emergency as “some present or imminent catastrophic event.” **Does the Board wish to clarify what emergency powers the Board has, and under what circumstances?**

Article XI. Amendment, Section 1: Notice of intent to amend must be given at the previous Board meeting and to each Director in accordance with Article VIII, Section 4 (not less than seven nor more than 30 days prior to the date of the meeting). It is not possible to move a Bylaws amendment from New Business to Old Business in the same meeting. If the Board wishes to consider specifying a number of days (i.e. 30 days or 60 days), we will need clarification on whether the 30 day limit would apply here, and if the Board wishes to require publication in the FFN for a specific number of days, the submission deadlines and publication time frame should be taken into consideration (i.e. if publication in the FFN for 60 days is required, this would make Bylaws changes a three-month process). **Does the Board wish to consider the question of notice of intent to amend the Bylaws?**

**NAO Recommendations:** There were recommendations in the NAO report regarding the Bylaws. This report can be found here: <https://oregoncountryfair.net/wp-content/uploads/2020/02/2nd-Report-to-the-Board-%E2%80%93-December-2018.pdf>

**Does the Board wish to review these NAO recommendations pertaining to the Bylaws?**





**Board of Directors Work Session**  
**LUMP Committee/Emerald Ash Borer Beetle Task Force Presentation**  
**November 20, 2023 7 pm**

*(Subject to approval by the Board at the December 4, 2023, Board meeting)*

Zoom remote online and live streamed on YouTube

**YouTube recording link: <https://youtu.be/CoYzm2AN9dw>.**

**Board Directors present:** John Alexander, Anthony “AJ” Jackson, (President), Sandra Bauer, George Braddock, Paxton Hoag, Kevin Levy, Lisa Parker, Jon Steinhart, and Sue Theolass. Board members absent: Teresa Vaughn, Thomas Horn, Arna Shaw (Vice President). Board officers present: Hilary Anthony (Treasurer), and Stephen Diercouff (Secretary). Staff present: Kirsten Bolton (Executive Director), Vanessa Roy (Marketing Manager) and Anna DiBenedetto (Board Scribe). LUMP Committee members present: Anna Scott, Glenn Johnson, Kevin Hillery.

**Announcements**

AJ: This Friday is what might be the last “Civil War” football game so it will be a busy day in Eugene, so come out and support Oregon athletics.

**Membership Comments**

Lisa Takilma: Is this an open meeting? She is just a Fair goer.

**Threat = Link to Rosanna's maps on Path Planning.**

**<https://storymaps.arcgis.com/stories/812d77d0d1b54692a4a47bd3910d6b>**

56

**<https://botanish.com/why-are-there-so-many-dying-trees-what-emeraldash-borer-damage-looks-like-and-what-we-learn-from-it/>**

**LUMP Committee/Emerald Ash Borer Beetle Task Force Presentation**

Anna Scott: LUMP Chair & Work Session Facilitator

EAB= Emerald Ash Borer.

LUMP (Land Use Management planning) Committee members will be presenting today.

Purpose of the work session — Awareness and education for the Board of Directors about the need to coordinate their fiscal and oversight responsibility with the Fair’s operations and management, in order to implement a timely, proactive response to the threat of EAB, including funding and policy starting this budget cycle and continuing into the future. Paxton and John Alexander are on the committee with Glenn Johnson. Kevin Hillery is also Ad Hoc committee member and the Fair arborist.

Glenn Johnson: Ecological context of the Fair Site — What’s at Stake? OCF site is 500 acres. Floodplain, forest and wetland. Ecological, oak savanna, riparian, floodplain. Long Tom River is not confined to a channel — allowed to engage floodplain. Mix of forest and wet meadows that

dry out in summer. Forest comprised mostly of Oregon Ash but also Oregon White Oak and Maple. Uplands have some Ponderosa Pine and Douglas Fir (Alice's). You can see Ash trees nearly anywhere you are at Fair.

Paxton: LUMP Board liaison. LUMP was established in 1991, when he was a new Board member and served on the Committee. 9 zones were developed in 1998 to focus on different types of management. Plans with details are on the .net site. LUMP manual with maps and zones is updated/upgraded all the time. LUMP manual:

<https://lump.oregoncountryfair.org/Documents/Handbooks/LumpManualCurrent.html> .

Anna: Oregon Ash has unique qualities, shade, invasive species suppression, super dank.

Glenn: Native Americans used to burn forest understory more to open things up for camas (purple flowers we see at Fair). Oregon Ash creates most of the shaded forest cover (canopy) in these areas.

### **Threats:**

EAB is beetle native to Asia. It infects cambium layer of Ash trees. Tree can't send resources to top of tree and crown dies off, due to phloem being harmed. It has decimated forests in Eastern United States. It has been detected in Forest Grove. State of Oregon has mounted a vigorous quarantine. EAB is moving its infection areas mostly from humans moving wood around. Since we have so much Ash, we are very susceptible to this beetle. First sign for non-entomologists is crown die back, not just brown leaves, which is a normal stress response to drought. EAB can kill an Ash forest in 10 years. Cambium will have S shaped trails under bark, which girdles the tree and prevents transition of sugars down to the roots. We are not sure how many years it will take before it shows up in the Southern Willamette Valley. It could be a few years or up to 10 years. Once it arrives, we probably won't detect it for a year or two, unless it shows up in our traps. We would notice crown die-back first. Then we'd have to cut down trees. Cutting any part of the tree when it's infected makes it harder to cut down, even if the bottom is healthy.

Paxton: Last year we posted a guideline to educate people about what kind of wood to prohibit bringing to Fair. He followed a load of wood into Fair, and the greeters didn't know what to do with it. We are looking at reinforcing guidelines to eliminate bringing any wood with bark onto the site. If wood is milled and finished, it's not problematic. Live edge is problematic unless it's been dried in a kiln, but we are asking that no wood with bark be brought onto the site. This makes it clear that we need to manage our own firewood consumption on site.

Glenn: Slow Ash Mortality (SLAM) is an approach. We haven't thought about this until recently. Our shade trees might begin to shed huge limbs. We are not just managing the forest, we are also trying to keep it nice for people to gather under.

Glenn Gregorio: VegManECs Crew — idea of no brush cutting is barely being given lip service at Fair. We are going to need to reinvigorate seriousness of no brush cutting message. They are killing baby trees and may or may not notice it. We moved into south woods and crews need to have a unified vision and walk their talk. We are a threat too!

Dean: Why is it difficult to bring trees down after they've died off?

Kevin Hillery: If a tree dies from EAB, it's different than dying from natural causes. EABs are very successful at killing trees very quickly, including a fungus. An Ash infected more than 30% is no longer safe to climb. YouTube video link Kevin's talks:

<https://www.youtube.com/watch?v=WWG43gTU5Lk>

AJ: How long have EABs been in U.S.? First detected Detroit in 2002. Are there treatments that are being used to protect the affected trees?

Kevin Hillery: It arrived before 2002, probably in the 1990s. When you see the effect of it, it's too late. Are there things we can do right now, with limited budget? There is an injection that is quite successful, but it's very expensive. You have to do it every 3 years for the life of the tree. EAB is here and won't go away. Success rate for injections is very high. SLAM is other approach — if we are hygienic. There is a parasitic wasp they are trying to introduce to the environment (in Forest Grove), but this only slows the spread. *We are going to lose the Ash Forest*. Will it be five years or 10, or hopefully more?

Dani Derrick: Concerned camper. Do we need to take Ash trees out now? Budget concern. Under canopy needs to be kept and we need to ensure we don't damage other species, so we maintain shade.

George Braddock: Does EAB infect other trees? Just Ash trees, if it infects non-Ash, it's not as successful. Mountain Ash is not affected but it's not a true Ash. EAB also can kill olive trees.

Jonathan Pincus: Echo concern about understory for reasons already mentioned but also if we have to remove a lot of Ash, we'll be losing a lot of capacity to retain water in the soil, so the understory is the other major confluent of the forest that keeps water on our property. If we remove a lot of trees, we'll need to protect understory to retain water.

### Example Strategies

Glenn: Education, wood management, grow the next generation of shade/forest, protect existing non-Ash trees, all ages, on site nursery. Coordinate crews' efforts. Strategic Planning process.

Paxton: Firewood program and existing policy. People need wood and we can provide it if we have a good policy. Firewood can fund itself.

AJ: Were trap trees removed?

Kevin Hillery: Oregon Department of Forestry put trap trees in our parking lots and then they collected them. They were big purple sticky traps that attract the beetles. 150 trap trees set up around Forest Grove around stressed area. We will try to get more trap trees set up every year. Maybe we should expand efforts to City of Veneta and surrounding campgrounds around Fair site.

Education: Has LUMP or anyone else tapped into university or college programs to see if this could be an educational moment or all hands on deck approach?

Kevin Hillery: Outreach and Education go hand in hand. In 2002 they met at the Fair site with OSU Forestry and Department of Agriculture, who heads up EAB efforts. Lane County and Lane Community College — not yet, but Eugene yes. There have been EAB conferences and OCF has been mentioned at both about proactive planning.

AJ: Don't forget Lane Community College.

Anna: Three to five years is a long time to get things together. LUMP loves the work they do, and they need the BoD to help steward plans forward.

### **John Alexander**

Facing the Emerald Ash Borer threat 2.0. He has camped in South Woods for 30 years. Structured decision making and open standard for the practice of conservation. Fair now protects birds' nests. His day job has to do with conservation planning and birds. We have lost billions of birds in recent times.

Project/program planning, management, and monitoring to provide a framework for testing our assumptions, learning and adapting. Interested parties: crews, crafters, volunteers, committees, BoD, operations/staff, ticket holders, Neighbors, State/PNW/National, natural resource managers, experts.

1. Identify targets + assess target viability.
2. Identify threats and stressors.
3. Rank threats (direct & indirect) and/or ecological stressors.
4. Brainstorm strategies.
5. Outline how strategies will reduce the threat and/or stressors to target.
6. Outline intermediate outcomes, measures of success and put a cost to it.

Understand current or potential state of what you want to conserve.

Open Standards for the Practice of Conservation: Shared conservation goals and objectives, demonstrate clear logic between strategies and targets, show progress over time (outputs and outcomes).

Strategic Action Plan to address effects of EAB: Theory of Change model. Encourage natural regeneration, impacts on understory, hardwood cover, Ash mortality.

Short term outputs: Mark and protect 10,000 saplings (three years). Identify 50 understory off-limits area (three years). Long-term outcomes: Hardwood understory develops to mitigate loss of Ash cover (20 years).

Enabling Strategies: Educate (Fair Family, neighbors, etc.), Partner (expertise, funding – increase capacity), Study/monitor (indicators, current and desired condition, compare alternative strategies), Collaborate (engage affected parties, prioritize structured decision making).

Implementation strategies: No action, Slow Ash mortality (SLAM), propagate and plant, natural regeneration, patch cut, selective thinning.

### **Meeting Evaluation**

#### *Last round for the good of the peach*

AJ: Thanks everyone involved in these educational efforts. Coordination and communication might be the biggest challenge. How can we create a situation where we have a point person, like a Site Manager?

Anna: The LUMP committee has always included the Site Manager. Alexis said in November meeting that Kirsten was already discussing this issue with them.

John Alexander: Has been talking to Kirsten about strategic planning action process through Operations. We want a point person too. Maybe it's too much for the Site Manager, we need to enable strategies to possibly get another staff person to help.

Jon Steinhart: Supports having a coordinating committee body under Kirsten or someone similar. We might need to stabilize riverbanks. We need site coordination committee. This is a

horrible thing, but it might also be an opportunity to draw up scenario maps of what would happen if they were gone and we didn't replant. How might we reorganize the Fair with new open spaces? Main Stage (Meadow) could be bigger. This is third or fourth time he's seen the presentation. Maybe there could be a Newcomers section vs. new information, so people don't glaze over.

Jonathan Pincus: Have we not had any movement to up our game in terms of growing new trees? We have a new nursery, but the capacity is too small for what we will need. ... Is anybody moving to increase our capacity to grow starts for replanting?

Glenn G: We have a lot of plants to get in the ground. The Nursery has a bottleneck. We need to figure out where the trees are getting planted so we can get someone to tend to them. Would suggest Site Manager, but it's going to be a lot. They have trees ready to be planted but needs some direction on where and who will tend.

Glenn Johnson: Nursery itself is an example of what John Alexander has been talking about. Should we go all in for the nursery trees or trees that are on site, maybe we move some of them?

Jonathan Pincus: Expectation is that we'll need both, so is anybody moving to increase the capacity?

Anna: Yes, but short-term capacity is low, so we need strategic plan to ramp it up.

Jon P: Finances — City of Eugene is taking an active approach. What other funding strategies do we have?

Anna: Soil and Water Conservation council, City of Veneta, etc. Building capacity for funding partnerships. Kirsten plans to contact City of Eugene.

Sue: Thank everyone who had input for this meeting. It's a huge threat so she's glad we're organizing rather than screaming down the Eight.

Paxton: Very good meeting, we are moving forward. If we truly want to honor the Kalapuya, we would turn the land back into an oak savanna with camas underneath.

Foxy Vixen: Had a lot of questions going in, but they were answered by presenters, thank you.

### Upcoming Board Meeting — December 4, 7 pm via Zoom

#### President's Peace

Gratitude to presenters and those who asked questions. Teamwork makes the dream work. Collaboration happens when we are open to other ideas.





**Board of Directors Meeting  
December 4, 2023, 7 pm**

*(Subject to approval by the Board at the January 8, 2024, Board meeting)*

Zoom remote online and live streamed on YouTube

**YouTube recording link:**

<https://www.youtube.com/watch?v=V8BdyR-nNNE>

**Board Directors present:** John Alexander, Sandra Bauer, George Braddock, Paxton Hoag, Anthony “AJ” Jackson, (President), Kevin Levy, Lisa Parker, Arna Shaw (Vice-President), Jon Steinhart, Sue Theolass, and Teresa Vaughn. Absent Board member: Tom Horn. Other Board officers present: Hilary Anthony (Treasurer), and Stephen Diercouff (Secretary). Staff present: Kirsten Bolton (Executive Director), Mark Malaska (Event Manager), Alexis Maddock (Site and Facilities Manager), Vanessa Roy (Marketing Manager), Norma Sax (Office Manager), Tierra “Sunny” Arthurs (future Assistant Event Manager), Steven Berkson (Facilitator) and Anna DiBenedetto (Board Scribe).

The meeting was facilitated by Steven Berkson.

**Announcements**

Paxton: OCF TV stream is on the .net main page; scroll down and click on the TV image. They are streaming a lot of older footage from Elders and virtual Fair.

AJ: Saturday Market Holiday Market is every day through Christmas Eve. Lots of local vendors and fun if you want to spend money locally to support our community of artists.

Steven Berkson: WOW Hall membership party is Saturday, December 9.

**Minutes Review**

*(YouTube video: 0:03:30)*

**Arna moved and George seconded to approve the minutes of the November 6 Board meeting and the minutes of the November 20 Board work session on EAB (Emerald Ash Borer). The motion passed by unanimous consent: 11-0.**

**Agenda Review and New Business**

**Agenda approved by unanimous consent: 11-0.**

**Member Input**

AJ: As a member, wants to reach out to community to say thank you. Last weekend he participated in a gathering to support a Fair family member. It was a beautiful thing to watch, and

it was a reminder of what community means. Hopes to see more in the future. Much love to Spirit and Bryon.

### **Staff Report – Executive Director**

*(YouTube video: 0:06:40)*

#### **Kirsten: Administration:**

I am happy to announce that we have hired Tierra “Sunny” Arthurs as an Assistant Event Manager. Her first day will be January 2, 2024. She has been a volunteer with OCF for more than 20 years. She served as the Entertainment Camp Host for the last several years where she was instrumental in creating the campsite map that accommodates around 600 tents. She also served as the Entertainer Liaison for Main Stage last year, which was a newly created support position in 2023. Please take the opportunity to welcome her to her new role.

The 2024 Guideline change form is on the .net site and will close on December 15. The Board will vote on guideline policy change requests at the February 2024 Board meeting.

The Eugene office will be closed December 18 through January 1, 2024. The office will reopen on January 2, 2024.

Staff Annual Reviews are complete.

The 2024 Budget Requests went to the Budget Committee on November 15. The Board will vote on the 2024 Budget at the January 29, 2024, Special Board meeting.

As a reminder, Coordinator Capital Improvement requests are due January 31. The Board will vote on the 2024 Capital Improvement requests at the March 4, 2024, Board meeting.

The Database project is in full swing; a team has been created to develop it. All members of the team have signed non-disclosure agreements as a requirement to work on the team. This is to ensure volunteers’ personal information is protected. We are currently working on a data privacy policy that all volunteers will be provided at the time they first log into the system to create their volunteer profile. It will inform them of the measures we take to protect their personal data. All volunteers will be required to provide their name and date of birth to get a wristband. This is to make sure inventory is given to the authorized person. This is already a practice. We will encourage volunteers to give their email addresses so that we can keep them informed of any changes to our data privacy policy. We will ask the Board for a Work Session in April to demonstrate the functionality of the database. Training sessions will be held for Coordinators in April, as well. It is the goal to have all of the following groups in the database (some may not be in until 2025): Crews, Trades, Entertainers, Booth Registration, Craft Inventory, Elders.

#### **Event Management:**

2024 Tickets will go on sale on Friday, March 15, 2024. Three-day tickets will be offered for the first two weeks. These will be limited — quantity not set yet. General Admission tickets will go on sale on Monday, April 1.

Main Camp will open on Saturday, June 8, 2024. The Spring Fling is set for Saturday, May 4, 2024. Teddy Bear Picnic is set for Sunday, August 18, 2024. Contracting and equipment logistics are underway for 2024.

**Additional Important Dates:**

Craft applications will run from January 4, 2024 – April 1, 2024. Craft jury occurs in April 2024. Food applications will run from November 1, 2023 – January 19, 2024. Entertainment applications will run from November 1, 2023 – February 15, 2024. Teen Crew applications will run from March 1, 2024 – April 15, 2024. Coordinators must apply for teen workers between January 15 – February 29. Booth Registration deadline to declare attendance is March 1, 2024.

**Site:**

The Board held a Work Session on the Emerald Ash Borer Beetle on November 20. A big Thank You to Anna Scott – LUMP Chair, Glenn Johnson, Kevin Hillery, John Alexander and Paxton Hoag for the presentation. Lots of great information was presented. It is imperative that we begin a forest management plan in preparation of the arrival of the Ash Borer beetle. This will include the need to proactively remove ash trees to allow the undergrowth the opportunity to grow to meet our shade needs for the event. We will also need to plant shade trees in strategic areas. This will need to include a map of where they are planted so we can protect them. We will be recruiting experts to participate in our strategic planning. We will be consulting with the Long Tom Watershed Council to restore habitat after the removal of our ash trees and for possible funding sources.

Site is starting to flood with coming of rain. Be safe and beware of strong currents. Consider wearing a life jacket when on site.

**Marketing:**

Fourth-quarter merchandise sales are going great. Sold \$5,000 in merchandise in 24 hours. Work on a new website design for the .org public facing page is in full swing. KOCF will be in the Veneta Light Parade on December 7. Come out and show your support. Fair Live Stream is up and running. Travel Lane County has new advertising opportunities that we are taking advantage of. We are donating tickets to their Destination Oregon silent auction on January 17-19, 2024. This will be the first opportunity to acquire tickets to the 2024 Fair.

**Treasurer's Report**

Hilary: Comments regarding revenue projection are deferred until revenue projection agenda item in Old Business.

**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.*

**Craft Committee** met on October 11 and the notes are here: <https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2023/11/10-11-23.pdf> .

**Craft Committee** held a town hall on October 29 and the notes are here:

<https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2023/11/TH-Notes-10-29-23.pdf>

**Elders Committee** met on June 15 and the notes are here: <https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2023/11/061523ELDERScommMtg.pdf>

**Path Planning** met on November 19, 2023 and the notes are here

<https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2023/11/BoD-report-11-19-23.pdf>

**LUMP Committee:** Paxton (Board liaison) said they got a letter from Oregon Department of Forestry, which will be posted on the LUMP site. First year of ODF Emerald Ash Borer monitoring plot network collaboration was successfully established at OCF Fair site. Three plots with two purple EAB prism traps per plot, visited three times per season. No Emerald Ash Borers were found, which is good news, but it could be a false negative. ODF hopes they will continue collaboration with OCF. They are grateful for our enthusiasm and willingness to participate with monitoring.

### Old Business

*(YouTube video: 0:17:38)*

Update Bank Signers (George Braddock & Arna Shaw)

**Arna moved and George seconded to authorize the Executive Director to change the bank account signers at all of our financial institutions to add the new President, and Mark Malaska; remove the past President and Officers and former employees.**

Member comment: None

**The motion passed by unanimous consent: 11-0.**

Financial Planning Committee's 2024 Revenue Projections recommendation (George Braddock & Sandra Bauer)

**Sandra moved and George seconded to accept the Financial Planning Committee's 2024 Revenue Projections recommendation.**

Proposed	2024				Approved	2023			
Admission	Friday	sat	sun	total	Admission	Friday	sat	sun	total
3-Day	50	50	50	150	3-Day	35	35	35	105
Advanced (6/15)	50	50	50	150	Advanced	45	45	40	130
Full Price	60	60	60	180	Day of	55	55	55	165
kids under 13 not charged admission					kids under 13 not charged admission				

**Pass Sales: Crews  
SOs; trades**

SO	125
SO late	200
Elder	60
Elder Comp	125
EC late	200
Teen	60

Youth no charge for kids  
under 13

worker day	25
Trades, sell	125
Trade (Commu Vill/ Energy Park)	60

VS	20
VS late	40
Oversized	125

**Registration**

Booth fees	
1yo	100
food cart	115
craft stroller	100
craft booth	200
food booth	350
nonprofit	75

**Passes--  
Registration/Booths**

all passes	125
Extra	
Late passes	200
Teens	60

Youth no charge for kids  
under 13

Worker Day Pass W/Th	
Worker Day Pass W/Th/F/S/Su	25

**Pass Sales: Crews SOs;  
trades**

SO	100
SO late	140
Elder	50
Elder Comp	100
EC late	140
Teen	50

Youth no charge for kids  
under 13

worker day	15
Trades, sell	100

Trade	50
-------	----

VS	20
VS late	40
Oversized	100

**Registrat'n**

Booth fees	
1yo	100
food cart	115
craft stroller	100
craft booth	200
food booth	350
nonprofit	75

**Passes--  
Registration/Booths**

all passes	100
Extra	
Late passes	140
Teens	50

Youth no charge for kids  
under 13

Worker Day Pass W/Th	10
Worker Day Pass F/S/Su	25

<b>Vehicle</b>		<b>Vehicle</b>	
regular	20	regular	20
vs late	40	vs late	40
oversized	125	oversized	100
craft jury fees		craft jury fees	
first item	15	first item	15
additional	10	additional	10
public parking	15	public parking	15

Hilary: There are increases to path and ticket prices, it's unusual to have both in one year.

Process, how we got here: Financial Planning and Budget committees had a joint meeting. Fair undersold admissions and passes that was coupled with huge increases in costs for toilets and bus contracts. Projections after three-fourths of the year might be close to breaking even (or slightly in red) on operating budget, but with insurance cash infusion (burned winery building), we might be slightly in the red (except cash flow), which means we don't have money to build up reserves or work on big projects. We were able to save some money that we earned, the SVOG subsidy put us in a good cash position. We want to get back to a place where we have a profitable event and can fund larger projects, such as repairs, safety issues, deferred maintenance.

After reviewing 2023 and preliminary estimate of expenses for next year, we incorporated assumptions about payroll and larger contracts coming in and put in a 5 percent increase on almost everything. Some expenses will be stable and some go up, we are accounting for inflation. When we budget, we have to be careful where we allocate the extra 5 percent. We put in modest amount for capital projects. When we have \$75,000 to \$100,000, it's the bare minimum for safety improvements.

Before COVID, we had long-term capital projects that had to be taken off the books when the pandemic hit. We were working on composting and the Far Side road, which would be great to pick back up in the next five years with confidence.

After modeling expenses, we tried to model the income by looking at volume we had and prices we are proposing. We used 2023 volume, which is lower than capacity, and is lower than was projected last year. We are not trying to sell out this year. They also looked at how pricing is structured. We have had advanced and day-of prices. Now we will have early-bird and regular prices. On Saturday last year, since they sold out for Saturday before the event, that meant they didn't get any higher day-of pricing on the highest population day. People who aim for the discount will have to buy early (at least a month before event). They will also propose the three-day ticket at early-bird price. The prior deep discount for three-day passes is gone. Will release about 4,500 of these. This has a \$25 increase for passes and \$5 or \$10 for tickets. Trying to offer support to booth folks and the volunteers and hopes for support on this motion.

Member input: None,

AJ: Prices have gone up several times over the last few years. Does Budget Committee believe we won't have to raise them next year and the year after? Will these proposed increases stabilize us?

Hilary: Prices were the same in 2019 and 2022. And 2018 was the last year we changed prices until last year. In 2023 we raised the booth fee a bit, and made a \$5 increase across the board on ticketing when the portapotty bid came in. Doesn't see a lot of increases over the years, but this increase is significant. Believes it will hold us for a while. We shouldn't need to reach 35,000 attendees per day to generate excess revenue. This could hold us for two to three years.

AJ: With increases, how might this affect philanthropy?

Hilary: Endowment money doesn't come from operating funds. We may increase endowment because we've been getting disbursements from Oregon Community Foundation. Jill Heiman Vision fund has kept Fair matching up to \$20,000. We have sent other money to nonprofits like PCUN. Only thing we're not doing right now is Board giving, which has been on hold as subcommittee tasked with looking at how we do it needs to return with their suggested new process. She thinks after the next Fair, if they sell out on Admissions, then we could talk about returning to that practice.

**The motion passed: 10-0.** (Sue had to leave mid-meeting, bringing voting Directors to 10.)

Correction to Article XI, Section 1 of the Bylaws (Lisa Parker & Paxton Hoag)

**Lisa moved and Paxton seconded to approve the following correction to Article XI, Section 1 of the Bylaws:**

*Language prior to attorney's update:*

1. Except as provided in section 2 of this Article, these bylaws may be amended by an act of the Board of Directors at any regularly scheduled meeting of the Board, **provided such notice of intent to amend was made at the prior Board meeting** (emphasis mine).

*The newly amended version (adopted at the October BoD meeting):*

1. Except as provided in Section 2 of this Article, these Bylaws may be amended by an act of the Board at any regularly scheduled meeting of the Board, provided such notice of intent to amend was given to all directors in accordance with Article VIII, Section 3, together with a copy or summary of the amendment or a statement of the general nature of the amendment. [Note the bolded phrase above is missing.]

*In order to restore the language requiring notice at the prior Board meeting and to correct the typographical error, here is the proposed correction:*

Except as provided in Section 2 of this Article, these Bylaws may be amended by an act of the Board at any regularly scheduled meeting of the Board, provided such notice of intent to amend, **together with a copy or summary of the amendment or a statement of the gen-**

eral nature of the amendment, was made at the prior Board meeting was and given to all directors in accordance with Article VIII, Section 3 4.

Member Input:

Lawrence Taylor: Language in red was previously existing portion of Article II, section 1, which predates section 2. There was a rewrite suggested by Fair's attorney. Apologizes if he was part of missing it. Previous language slipped away by negligence and wasn't caught until after it was passed, by a member, Greg Prull. Was an accident, not deliberate attempt to cut members out of the process.

Jon Pincus: Is there a provision for member notification?

Steven Berkson: That is what LT was just saying. Has to be announced at prior meeting, which constitutes notification.

Lisa: Thank Lawrence for explaining better than she did. When they were running newly amended Bylaws through the attorney, at one point they suggested a language change to this to bring into compliance with ORS statutes. She unknowingly missed that notification piece at prior meeting, so this puts it back.

AJ: Comments are not to criticize any individual, but this is one of the reasons he objected when it was being voted on. It's important that membership have eyes on it for a long time, for this very reason. Bylaws shouldn't change so often that this sort of confusion happens.

Lisa: This particular version was on the .net site for six months before the Board voted on it and the omission got past everybody. It was an honest mistake that we are immediately acting to correct.

Arna: Maybe we should think about giving membership a longer notification period, such as two meetings.

**The motion passed: 10-0.**

Appointment of Jay Shuster to the Craft Committee (Arna Shaw & Sue Theolass)

**Arna moved and Paxton seconded to approve the appointment of Jay Shuster to the Craft Committee**

Jay: Has been a crafter for 18 years (16 Fairs). Happy to join committee officially after already participating over the last year.

Lisa: Committee offered letter of strong support to appointment.

**The motion passed: 10-0.**

Appointment of Isabella Moses to the Jill Heiman Vision Fund Committee (Arna Shaw & Tom Horn)

**Arna moved and Paxton seconded to approve the appointment of Isabella Moses to the Jill Heiman Vision Fund Committee**

Arna: Isabella has already been working with the Vision Fund for a few years and she is a great addition and brings the average age way down.

Isabella: Was asked to join a few years ago by Jaya. Is Fair family through and through. Happy to mix philanthropy and Fair together — two of her favorite things.

Lisa: Committee offered letter of strong support to appointment.

**The motion passed: 10-0.**

### **New Business**

*(YouTube video: 0:59:42)*

The Board approves the appointment of Corey Cliffe and Rosana Costello to the Path Planning Committee (Lisa Parker & Paxton Hoag)

The Board approves the appointment of Kay Kintzley to the Elders Committee (Kevin Levy & Jon Steinhart)

The Board directs the Bylaws Committee and the Elections Committee to meet as an ad hoc joint committee to consider and make recommendations for amending Bylaws and Policies to address elections issues, including:

1. Changing the method of selecting Directors to election by direct ballot,
2. Establishing a minimum age for OCF membership,
3. Clarifying the election certification process and the effective beginning of terms of newly elected Directors,
4. Changing the voting participation requirement to count voting in any election vs. only the annual election as fulfilling the requirement,
5. Changing the petition signature requirement from a hard number to a percentage of members voting in the last election,
6. Setting a time limit to submit the required number of signatures for a petition.

The joint committee will report back to the Board by the March 2024 regular Board Meeting.

The Board directs the Executive Director to undertake a swift strategic planning process for the OCF's EAB response (Lisa Parker & Tom Horn)

### **Meeting Evaluation**

*(YouTube video: 1:00:31)*

Last round for the good of the peach

Lisa: Thanks again for great facilitation, although this was a pretty easy meeting to get through. Hoping that we can figure out how to get the singing bowl to Steven to start the meeting.

John Alexander: Great meeting, thanks everyone! It's exciting to see people engaging in committees. Regarding meeting process, as we bring on New Business, it might be nice to speak on the New Business at the meeting. It's an opportunity to continue collaborating and communicating and keeping things out in the open for membership. Great facilitation!

Sandra: Thanks for efficient production of materials for the agenda, given in a timely manner. Steven, you run a good meeting, much appreciated!

Jon Pincus: New Business will become Old Business at next meeting.

Paxton: Good meeting, thanks Kirsten for document production. Likes receiving it electronically after years of liking paper documents. We had 20 attendees on YouTube and 30 on Zoom, making it a 50-person Board meeting, which is slightly down, perhaps due to holidays.

Dani Derrick: Loves these meetings. Wants to echo John Alexander's desire to explain New Business a little more. Knows it's hard when there is so much Old Business to discuss, but if there is time, it would be great to discuss.

Steven Berkson: Thanks for thank yous. As Anna asked before meeting began, the agenda does not need a motion to approve, only if someone wants to amend it. Regarding Bylaws changes, a lot of folks don't check the website very often. Some things need to be broadcasted. Everybody doesn't always read Fair Family News, either.

Arna: If members are curious about New Business items, they can reach out to motion sponsors anytime.

**Next Board Meeting – January 8, 2024, 7 pm via Zoom**  
**Special Board Meeting: 2024 Budget – January 29, 2024, 7 pm via Zoom**

#### **President's Peace**

*(YouTube video: 1:09:17)*

AJ: Wants to acknowledge new volunteers coming on board. We build community through service. Appreciation for the staff is strong. If you need to feel rejuvenated, stop by the office to say hello.

