



FAIR FAMILY NEWS

OREGON COUNTRY FAIR  ONE CREATIVE FAMILY

VOLUME 32 ISSUE 4 SEPTEMBER 2024



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FAIR FAMILY CALENDAR

September

- 29 Candidates Forum, Online, 4-6 pm

October

- 7 Board of Directors Meeting, 7 pm
 9 Fair Family News Deadline
 12 Annual Membership Meeting, 6:30 pm
 19 Ballots due for OCF BoD Election, 8 pm

November

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

For additional events see:

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

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



Craft Committee Seeks Scribe

The Craft Committee is in need of a Scribe. Duties include taking meeting minutes, posting approved minutes to the oregoncountryfair.net site, and occasional other duties. The Craft Committee meets nine to ten times a year, usually on the second Wednesday of the month. This volunteer position comes with a single camping pass.

If you are interested, please come to one of our meetings; the link is on the oregoncountryfair.net site or contact us occraftcommittee@live.com. We can be a fun group to work with.

FFN FALL HARVEST

Michael "Elderberry" Ottenhausen
 Mary "Marigold" Doyon
 Suzi "Sunflower seeds" Prozanski
 Daniel "Corn" Cohn
 Brad "Blueberries" Lerch
 Trisha "Beans" Burbaum
 norma "strawberries" sax
 Kim "Tomatoes" Griggs
 Vanessa "Vine ripe" Roy
 Alex "Zucchini" Zabala



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).



John Davis for OCF Board

Dear FFN,

Hi, my name is John Swan. I've been participating in the Oregon Country Fair since the early '80s. My introduction to the Fair was as an entertainer, and I have worked with the history booth throughout the years, along with participating in several events as a lighting and entertainment provider.

The Oregon Country Fair nurtures so many values that we hold dear to our community. John has the vision to help guide us into the future. There are so many diverse opinions and issues to consider with this fabulous organization known as the Oregon Country Fair. Having a Board that can cooperate and navigate these complicated waters is very important.

John Davis is the perfect candidate for the Board of the Country Fair. John is energetic and will provide steady guidance through the turbulent times we face. I can't think of a better person to serve on the Oregon Country Fair board. Please accept my recommendation to add him to the list of fine candidates that are competing to earn a spot on the board of the Oregon Country Fair.

John Swan

Entertainer, History Booth



John Govsky for OCF Board

Dear Fair Family,

I'm pleased to see that one of my closest friends, crafter John Govsky, is offering himself as a candidate for a seat on the Oregon Country Fair Board.

We've talked about the challenges of playing a role on the Fair Board from such a distance. Like me, John lives in Santa Cruz County, California. He's convinced me that his familiarity with internet communications will not only make it possible, but will contribute an important perspective to the work of that body. I can say that John is smart, he pays attention, and he has a good heart.

Before finalizing your vote, please read John's clear candidate statement and consider his responses during the upcoming Election Candidate Forum: [GOTV Candidates Forum](#) on Sept. 29, 4 pm-6 pm.

Tom Noddy

OCF Vaudeville Performer/John Swan

Entertainer, History Booth

John Davis for OCF Board

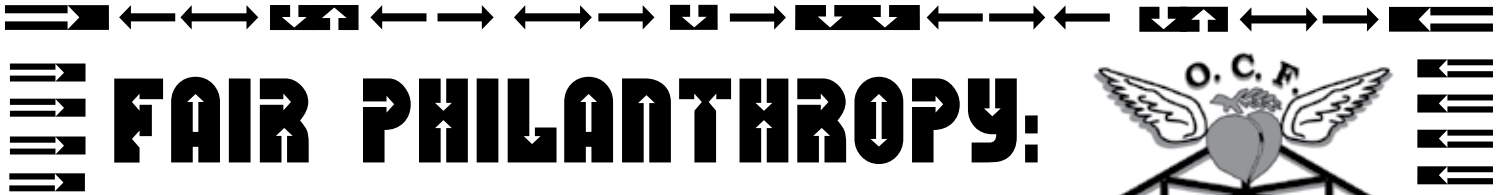
To whom it may concern,

I am writing in strong support of John Davis to be considered for the Oregon Country Fair Board of Directors. I have been involved with the Oregon Country Fair since I was 5 and have watched the organization grow and change tremendously over the years.

I have worked with John Davis through the Mills Davis Foundation in support of my nonprofit organization since 2018, and he has been fantastic to work with. John brings a wealth of knowledge, skills, and positive attitude to his work. He is a proactive thinker and problem solver. He is community-minded and understands how to bring people together. I believe he would be a great asset to the Oregon Country Fair board. Thank you for your time and consideration

Arwin Maas-DeSpain

Carry It Forward



Fair Fund to Donate \$31,406 to Environmental Projects

by Jill Heiman Vision Fund

Generous donors at Oregon Country Fair gave more than \$11,406 in food vouchers, cash and checks to the Jill Heiman Vision Fund this year. With the \$20,000 two-to-one match from the Fair Board of Directors, the fund collected \$31,406 for 2024. We are thrilled that we were able to award \$6,281 each to five agencies with projects that protect the environment and promote sustainability:

Beyond Toxics will educate the public about the harmful effects of artificial turf on wildlife and water quality, focusing on playing fields proposed at Golden Gardens park in the Bethel area

Cascadia Wildlands will outfit a camp kitchen for the wildCATs volunteers, who field check proposed timber sales on federally managed lands.

McKenzie River Trust will partner with the Long Tom Watershed Council to remove invasive species from the Oregon oak and prairie habitat at Coyote Spencer Wetlands to promote native plant growth. The property sits at the confluence of two creeks in the Long Tom Watershed.

Northwest Youth Corps will purchase work boots, gloves and work shirts for youth participants with financial barriers to participation. Funds will also repair zippers on the sleeping bags that are loaned out each year. Youths will get an hour each day of accredited environmental science curriculum and spend most of their time outdoors planting or maintaining trees.

Whole Earth Nature School will pay park rental fees for its summer nature camps that help connect youth with nature. The week long camps give young people the chance to learn about local ecology and to build their outdoor skills.

Thanks to all of the food booths and individuals who have given so much every year, the Jill Heiman Vision Fund has donated more than \$656,000 to area nonprofits since the fund began in 1996. The committee thanks all of our Fair supporters: crew volunteers, employees, food and craft artisans, performers, Fairgoers, and the Board. One food voucher and one dollar at a time, we are making a difference in our community!



Photo © 2024 Imagerium

Look for Your Ballots and Vote

by Stephen Diercouff, Secretary

The Elections Committee has prepared for the upcoming election.

The international ballots were mailed out on September 9, Alaska/Hawaii ballots were sent on September 12, and after a two-day mailing party on the weekend of September 14 and 15, ballots were mailed to members in the Lower 48 States on September 16. 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 Town Office before 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 Saturday, September 29, at 4 pm; the Annual Membership meeting is Saturday, October 12 at 6:30 pm; and the deadline to return your ballot is Saturday, October 19 at 8 pm. Postmarks do not count — we have to have your ballot physically in hand by 8pm on October 19 to be able to count it.

Don't forget to vote!



2024 OCF Board Election Candidate List



George Braddock

John Davis

John (Squinky) Govsky

Paxton Hoag

Lisa Parker



**CANDIDATE
STATEMENTS**

George Braddock

george@gbcchs.com



My name is George Braddock and I am seeking reelection to the Fair Board. I was elected in 2017 and, if elected again, this will be my final term. I currently serve on the budget, financial planning and fixed assets committees.

For 48 years I have been the Ritz Booth Rep and artistic director, setting a standard for excellence in everything we do. We are a hard working crew in service to the Fair family. We begin serving volunteers when Main Camp opens for prefair set up, and again for a week post fair. Beginning Thursday before the fair, we are open 24/7 through public fair time. We are dedicated to providing an essential service to the fair family.

Our commitment to inclusion begins with ensuring accessibility and being welcoming to everyone regardless of age, race, gender, disability or sexual orientation. We are passionate about health and safety, mindful of the fact that you are never more vulnerable than when you are naked with strangers. In this way we model fair wide goals for EDIB.

During my tenure on the board I have witnessed a sea change in how the organization is being managed. Although the final numbers are not in, we are on track to having the most profitable year ever. We have overcome many challenges to arrive at this moment. Musical chairs in management and the Covid, to name just two.

For years we lived under threats from the outside: scrutiny from building officials, state agencies, angry neighbors, law enforcement and Covid. We survived them all and now, under new management, have working relationships focused on resolving these problems.

The challenges that we face today are largely self made. Our internal population exceeds that of the paying public. This puts a huge strain on all of our

systems and infrastructure. Self interest is alive and well at that Fair and too often takes precedence over what is best for the organization and the community as a whole.

As long as I have been on the board there has been talk about the need for strategic planning. I am committed to actually making this happen.

I support this board's plan to review the scope of work of standing committees, including their responsibilities, reporting requirements and authority.

Such an effort supports transparency within the organization.

Safety is my first priority. Naming a safety officer and developing procedures and policies that safeguard the health and safety of everyone is essential. Everyone deserves to feel safe at the Fair.

This year we rolled out a new database that has given us the most complete picture of who we are and where we fit into this complex and intricate project. You can't decide where you want to go if you don't know where you are now.

I am proud to be a member of this hard working Board of Directors. I hope to continue to provide my input and experience to help the fair thrive. I trust that you will elect me. Thank you.



**CANDIDATE
STATEMENTS**

John Davis

Johnlocdavis@mac.com



Thank you so much to everyone in the Fair family for considering me as a board member.

When I was young, growing up in Eugene in the 70's, my dad worked as a yurt salesman and a dome builder. I grew up with the culture of the fair. The values of the 60's and 70's are still important to me today and have changed the world but there is still work to be done. We face new challenges to the values that started our organization. I support the Fair's mission and tradition of love, kindness, open-mindedness and support without judgment.

The traditions of the fair, the food booths, the craft booths, the educational areas, the spirit of volunteerism, the music, the performers and the whimsy are important culturally and represent a jewel in our community. In addition, the Fair has become an economic engine for this region, helping others and allowing us to give back. The Oregon Country Fair is a regionally significant event.

I am qualified to help because I have been fortunate to have served on a number of different boards over the years. I am currently, the President of the board of the Wildish Community Theater in Springfield bringing the arts to the city of Springfield. I have also served as President of the MillsDavis Foundation for the last 10 years providing general operating support for organizations for youth engagement and ecosystem, restoration, and more. For the last 5 years I have served as secretary of the Springfield Public Library Foundation board. I have learned a lot of valuable skills serving on a number of different board that I believe can help the OCF BOD. My work has given me experience and perspective in how to create strategic plans, fundraise, support philanthropic goals, build and maintain community and protect and manage property. I have been a real estate agent for the past 15 years. I am well versed in best practice for managing property and other assets. I understand the local markets and land use issues. And since much of my volunteer work supports creative and cultural organizations, I believe it is important to sponsor programs that support, the arts, and those

in our community who are struggling. I have worked at the fair for 20 years in the History Booth and building and setting up the operational yurts. I have also become very good at negotiating in a way that respects all members and inspires team work.

I enjoy working together with leadership in a positive way. A tumultuous agenda driven board can find it difficult to find common ground. This can lead to little progress and create problems.

My goal is always to search for what's

best for the organization as a whole. One of the primary responsibilities of a board is the fiduciary responsibility to support the organization in way that centers our mission and values. It is also important to support the staff and volunteers in their work to implement policy. I deeply value having a robust, safe, and magical event that respects our land, is safe, and that brings us together again as a community.

Our fair family is inspired to constantly improve and to innovate. In that process the fair brings each of us closer every year with our chosen community. It celebrates the values that we have all shared for over 50 years and are now sharing with our children and grandchildren who are picking up the torch and bringing new light, vision and energy, as well as keeping us up all night. Keeping this important experience alive for future generations is critical to each of us. I would love the opportunity to serve you on the board by listening carefully to your concerns and work collaboratively with the board to achieve the wonderful dream that is the Oregon Country Fair.

The fair is all about community saying "yes" and believing in each other. Please vote for me as board member and I will bring a message of peace love and kindness and appreciation for members of our community. Now we need to ensure that it will be available for those who come after us.



**CANDIDATE
STATEMENTS**

John (Squinky) Govsky

john@earthdance.com



Hi! My name is John Govsky, and I would like to introduce myself to you as a candidate for the OCF Board.

I have been a crafter and booth rep for 40 years, and I am currently serving on the Craft Committee. I live in Ben Lomond (Santa Cruz County), CA, so I would bring a perspective to the board from one who does not live locally in the Eugene area.

Of course I love the Fair, which has given me much, and so I would love to put more energy into the Fair. I have many skills that can be useful on the Board: for most of my life I have worked intensely in peace, social justice, and labor groups, and I am steeped in group process skills; I know how to work with groups of people to get things done.

In my other life, I am a part-time design instructor at Cabrillo College, where I am active with the faculty union as an officer and contract negotiator. I am also a Vice President of the California Federation of Teachers, one of the largest unions in the state.

A passion of mine is long-term, strategic planning. An organism such as the Fair needs constant attention, always, but we cannot neglect long-term planning. As a Board member, I would very much push to do even more visioning, goal-setting, and planning for the future. And involve Fair Family as much as possible in the process. I wonder how many of us have a firm idea of what we would like to see the Fair look like in 25 years? 50 years?

I am glad to see the Fair continue to utilize technology more efficiently. I would like to see the Fair move to online elections, saving money, staff and volunteer time, and trees. And making it easier for Fair Family to vote, ultimately increasing participation. Under such a system those who wish to continue voting with paper could do so, but most will want to save the paper. The Sunshine Database, while still being developed and so is in need of some improvement, is a step in this direction. I have run electronic elections for other nonprofits, and in every case the organization would never go back to postal mail.

On the overall size of the Fair: most Fair Family

that I have talked with loved the reduced numbers of people on site at the first post-Covid Fair. I certainly did. But I also understand that the Fair needs to be financially sustainable, and ticket sales are a major revenue source. In my view we should aim for the lowest numbers that still allow the fair to thrive. This does not necessarily mean we cannot grow the Fair in the long run, but it does mean that any growth needs to be conscious and carefully planned. Our land can only handle so much.

One extremely important challenge is the imminent arrival of the Emerald Ash Borer. This will force us to be proactive in how we choose to manage our land, and will involve major board decisions. This has the potential to be devastating if we do not meet this challenge head-on. The more we can prepare, the better we can manage the negative impacts coming our way. Being proactive is almost always good, but in this situation it is critical.

Quite frankly, the reaction of almost all of my friends upon hearing of my consideration of running for the OCF Board has been: "Are you f***ing crazy?" Well, maybe. But of late I have seen a Board which is now working together much better than it has in years, with the fracturing over DEI issues starting to heal. As a Board member I think I could contribute to the healing process.

It truly takes a village (entertainers, booth folks, volunteer crews, staff, board, and fairgoers) to make this wonderful village we call Oregon Country Fair. And if you're taking the time to read this then you are also giving some of your energy to the Fair. Please allow me to contribute my skills and energy to the Fair by giving me your vote!

By the way, "Squinky" is my Fair Name.



**CANDIDATE
STATEMENTS**

Paxton Hoag

paxton.hoag@gmail.com
503-470-0676



I have been a part of the fair since the beginning and would like to see the Fair do at least another 50 years. I started as a crafter, doing copper enameling, worked food booths, and have done crew work since 1989. I developed Photo ID as an alternative to wristbands, and have been on and off the Board since 1991. I am creative and dedicated to the success of the Fair.

I fully support the 7th generation motion and Carbon Neutral Motion which requires us to consider how our work affects the Fair in the future. I also support the Fair as a volunteer organization. It is the volunteers, the musicians, the crafters and the food vendors that make the Fair work and contribute to the creativity and ambiance that we all seek.

We need to have a discussion of who we are putting on this Fair for, Particularly in the changing dynamics between the wristbanded and the general admission population. The Fair family attending is growing and the attending public is shrinking.

While I support the current admissions cap of 15,000 per day, my path observations this year led me to think we could do with 1000 less, a 14,000 public per day. This would mean more of the fair infrastructure costs would fall on us as we are growing more than the attending public. I think we should use the BOD work sessions or maybe a special multi meeting forum like we did in developing the OCF Goals in the 2010s for this Fair wide discussion.

We need to complete the transition to an Executive Director and a Governance Board with consideration of our culture of 3 chip interactions and consensus building. I feel there is work needed on supporting the volunteers, which are both our workforce and source of creativity.

We need to move to interactive hybrid in-person Meetings. This was passed by the BOD but not yet happened. I went to an impressive professionally run Mandatory Food Booth Meeting at the Unitarian Church that showed me we can do this. As an organization we do better with in person meetings with online participants. To me this is essential for Board meetings and I prefer it for committee meetings. The Fair has three AV meeting rooms now.

I was one of the first to recognize the Emerald Ash Borer threat and went to one of the first EAB meetings the state held. I support the work of the EAB Task Force.

I believe we need a long term plan and a short term plan if an infection is found in Lane County. Ash trees are about 60% of our forest and we need to plan for their replacement. We also need to consider producing Bio-char as a way of sequestering carbon.

It is time to develop a managed forest plan for the Fair property. We will see significant changes in the next 50 years to our forested properties. The Kalapuya managed our site as an Oak Savannah with Camas and Acorn production as a food source. As we deal with the EAB threat it is time to have a discussion of what we would like the site to look like in 25 to 50 years.

I support both the Rainbow Village and the Oasis and helped them get through the path planning process. I also support reinvigorating the Diversity Committee and listening to their concerns. We need safe spaces and a renewed commitment to listen to concerns of those who attend the Fair. It is important to me that ALL feel safe and listened to at the Fair. I also support diversity training sessions similar to our Human Intervention Training at similar times.

I started Phoenix Rising and Photo ID, contributed to Elders beginnings, Xavanadu, the Two Virtual Fairs, Streaming Video, I also helped shepherd the Compost Slab and KOCF through the BOD process. I have been a plumber for Water Crew, responsible for rebuilding the pump house in 1989.

Ran two LUMP (Land Use Management Plan committee) greywater processing experiments using Mushroom filters in the mid 2010s. Have been working on greywater processing since I joined LUMP. The Fair needs to fiway to process our greywater to Oregon DEQ standards for road watering. I want to resurrect Denis Todd's LUMP request for an engineering study.

Designed the Paxton Lights, the LED lights security uses and am considering battery upgrades and the addition of Blacklights to the technology.



**CANDIDATE
STATEMENTS**

Lisa Parker

lisapocf@gmail.com



Hello, I'm Lisa Parker, and I am excited to announce my candidacy for another term on your Board of Directors. Over the past six years, serving on this board has been both a challenge and a source of tremendous personal and professional growth. I am deeply grateful for the experience.

During my tenure, I have had the privilege of serving as Vice President for two years. I also led the comprehensive review and update of our organizational Bylaws to ensure compliance with evolving state nonprofit laws. Additionally, I authored the motion that enabled the Fair's Emerald Ash Borer response plan.

While these accomplishments are important to me, what truly motivates me is the appreciation I receive from our members. Your gratitude for the work I do on behalf of our organization inspires me.

The Fair we create together each July refills my cup and keeps the flame of my love for this organization burning. For over 55 years, our collective energy has made the magic happen. This year marked my 44th Fair, and the magic of this event never fades. The

Fair only happens because we all make it happen—volunteers, entertainers, booth people, and the paying public. We are a community of choice, and I think it's crucial that we keep this in mind with every decision we make.

Looking ahead, I am eager to focus on sustainability if elected to another term. This multifaceted issue spans everything from our land stewardship practices to our response strategies for challenges like the Emerald Ash Borer.

It involves making prudent budgeting decisions and wisely allocating resources both now and in the future.

While I don't claim to have all the answers, I am committed to contributing my skills and passion to these critical discussions. I believe in our collective ability to address these challenges thoughtfully and sustainably.

Thank you for considering my candidacy. I look forward to continuing to serve our community with dedication and integrity.



UNDERWRITERS

Recently Unclassified Material

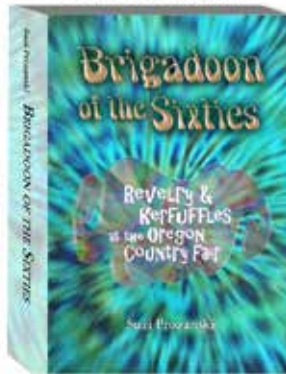
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Now on sale! Brigadoon of the Sixties

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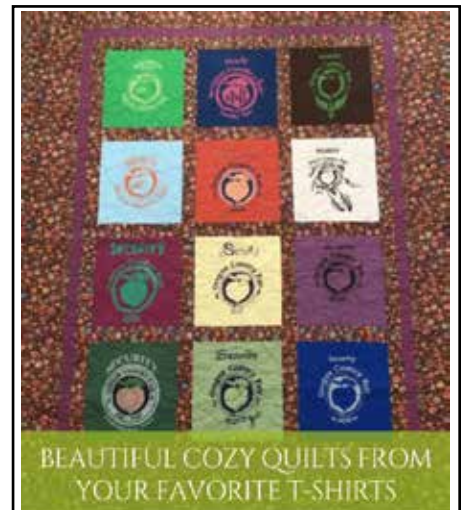
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UNDERWRITERS

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9/20 - Blue Skies Big Band
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 9/28 - The National Parks
 9/29 - Feng E
 9/30 - City of the Sun
 10/5 - Sebastian Bach
 10/6 - Mike Love & the Full Circle
 10/10 - Kyle Smith
 10/11 - Hawthorne Heights
 10/12 - Bizzy Bone
 10/13 - Jeris Johnson
 10/18 - YBN Nahmir



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Board of Directors Meeting

September 9, 2024, 7 pm

(Subject to approval by the Board at the October 2024, Board meeting)

Zoom remote online and live streamed on YouTube

YouTube recording link: https://www.youtube.com/watch?v=Y7blxaE_wJM

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

The meeting was facilitated by Steven Berkson.

Announcements

Stephen D: International ballots for the OCF Board election were mailed today; Alaska and Hawaii ballots go out Wednesday. Rest of the ballots should be mailed next Monday. We have almost 1,000 new members over last year. We are short elections help. This weekend at the Vineyard there will be elections work happening on Saturday and Sunday and we'd love volunteers. Please email elections@oregoncountryfair.org. September 19 is the deadline to register to vote; delivered not postmarked. September 29 is Candidates Forum online. You can submit questions to gotv@oregoncountryfair.org by September 27 to get them ready for the candidates. Annual Membership Meeting, which is hybrid in-person and on-line, will be held October 12 at the Long House on the Lane Community College campus. Candidates will make statements at that meeting. Ballot issues may be handled that day at the Town Office between 4 pm and 5:30 pm. Ballot box will be at Annual Meeting. Ballots are due on October 19. The Elections Committee generated a list of international addresses from the new membership database. They are using the new database and it's wonderful and functional. Thanks to the team who developed it, Mason, Milo, and Eytan.

Jon Steinhart: Still looking for user interface people to work on the Sunshine database. Anyone who thinks it is hard to use, get ahold of me or have the Office get ahold of me because they need help on that. Lot of people talking on Facebook about loving the Fair but hating everything about the database, which is disheartening to everyone who has worked hard on it. Every month we hear a report from Kirsten, but not sure we thank her, so thank her for putting on a good and profitable event despite weather and trouble with a contractor.

AJ: Wants to announce that the Board has had three closed sessions since last meeting. Two were Board trainings and one was regarding personnel.

Sue: Was on site this weekend for very productive Food Committee retreat. Was impressed during field trip to Winery by composting from Recycling Crew. Also, Durables has been doing a

lot of work to transform the inside of the winery to do their job. Thank you profoundly for taking that job on.

Arna: Jill Heiman Vision Fund and Fair match is donating \$31,406 this year. Breakdown to come. It's a great thing the Fair does. Applause to folks who donate, plus Fair for matching.

Minutes Review

(YouTube video: 0:07:35)

The Board approved the minutes of the August 5, 2024, meeting by unanimous consent.

Agenda Review

Sandra moved to move Ashley Akerberg's nomination to the top of Old Business. Motion approved by unanimous consent.

Agenda was approved as amended by unanimous consent.

Member Input

Coyote Connelly: To Sue: Notices that she has chosen to vacate her Board position after upcoming elections. Offers sincere gratitude for many years and countless service hours she has donated to this organization and the membership. Her quiet and steady commitment to her vision and her values are consistent and unwavering. Never has to wonder if she is grandstanding to impress or distract. She is always true to her heart and looks out for best interest of the Fair. Clear example of acting on her values, not what might gain her popularity or votes. Hasn't always agreed with decisions but has admired her internal process and personal integrity. Can only trust whoever takes her seat on the Board can manifest same values and qualities. Thank you, Sue!

Staff Report – Executive Director

Administration:

The 2023 Financial Statements are in this month's Board packet. The 2023-990 and CT-12 tax filings are underway. I expect to have them to the Board at the October Meeting.

The Board of Directors Election is October 19. Ballots are due at the Eugene office by 8 pm on October 19. September 19 is the deadline to register to vote in this election. A Candidate Forum is scheduled for September 29 at 4 pm via Zoom. Please email your questions for candidates to gotv@oregoncountryfair.org. The Annual Membership Meeting is October 12 at 6:30 pm at LCC Longhouse. We encourage members to watch on the YouTube livestream if they can't attend in-person.

Our ATMs at the Fair issued \$955,000 dollars this year; last year it was \$957,000. We added an additional ATM this year to reduce the lines, but unfortunately, they were still very long.

Budget season is beginning. We will be changing the denomination of the Food Vouchers back to a single denomination. It was too difficult to manage two denominations. We may employ two printers to accomplish the volume we need. We purchased fixed asset software to bar code and scan all of our assets. This will take a while but will give us a comprehensive list of all our physical assets. The software is very inexpensive because the technology is widely used now.

Sound Task Force: Has begun meeting again. They will hold a Community Listening Session via Zoom on Tuesday, October 15, 2024 at 7 pm. The link is on the .net site.

EAB Task Force: Has begun meeting again. Met to learn about an Oregon Department of Forestry grant on September 4. The fund has \$12 million dollars from the Inflation Reduction Act, distributed through the United States Forest Service, passed down to the Oregon Department of Forestry's Urban and Community Forestry Program. Deadline to apply is October 15.

Event Management:

Teddy Bears Picnic was a success. The weather was perfect! 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 August 30 to September 2. We love hosting this group and the tournament was a success. The annual Elmira High School Track Meet is scheduled for Wednesday, September 11. Every year up to 500 youth from around the state participate.

The Guidelines submission date is moving forward this year. The form will go live on the .net site on October 1. Closing date will be November 15. This will allow the Board to vote on Guideline policy changes at the December Board meeting. Moving the date up will enable us to easily meet our printing deadline.

Site:

The Winery house Type II Replacement Dwelling permit is under review by Lane County. Expect it to be granted in the next four to six weeks. Neighbors were given the opportunity to comment on this and all that responded were supportive.

This winter we will be focusing on: creating 5 feet of defensible space around all our buildings; limbing all trees that are within 20 feet of the structures to 15 feet high; addressing hazardous trees. Our ability to acquire property insurance requires this.

Special thanks from Site Manager to Craft and Food Booths for leaving their sites clean, which was a huge improvement over last year.

Marketing:

2024 Commemorative Sales were very strong. Be sure to check out our Merchandise site at merch.oregoncountryfair.org. All of our posters are available for reprint. We will do a fourth-quarter merchandise sales push. This will include logo-etched water bottles and two logo-branded T-shirts: one ladies v-neck and one unisex crew neck; the remainder of the unsold 2024 merchandise will also be available.

A fourth-quarter direct donor campaign will launch October 1.

Culture Jam: Was a huge success. Congratulations to Jans and his team for another successful year. There will be a report submitted about this year's event at the November Board Meeting.

Treasurers' Report

(YouTube video: 0:19:38)

Hilary: 2023 Financial Statements. Reminder for Coordinators and others who have spending authority to get receipts in by September 30 deadline. Kirsten and Norma are doing a great job at getting things caught up and entered; we are working quicker than other years. Deadline might be moved up next year because we are more efficient. Will have interim report for the Annual Membership Meeting. Gearing up for budget season. Coordinators will probably hear from the Budget Committee mid to late October. Financial statements will be up in time for the Annual Meeting. Financial reports that come back from accountant are a review level that is less than an audit but more than a compilation, and some things get grouped differently. What we have is budget categories but generally accepted accounting procedures require regrouping by program areas to comply with disclosures. Some would be more suited to larger organization, but we have to fulfill requirements regardless. We appear to have basically broken even this year. In 2023, when we sent numbers to accountant, we thought we were going to break even, which turned out to be true, but last year we got winery settlement money, so considering we are still struggling to recover from COVID, remember that recovery is still under way. After this year, we should be in a solid position of recovery and be able to plan more. We need to be sure before we move forward with confidence. Thanks to those taking on financial responsibility. Many volunteers take on a lot of financial responsibility for collecting and recording money, thank you for doing it!

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.

Old Business

(YouTube video: 0:24:43)

Appoint Ashley Akerberg to the Personnel Policies Committee (AJ Jackson, Tom Horn and Sandra Bauer)

Sandra moved and Jon Steinhart seconded to appoint Ashley Akerberg to the Personnel Policies Committee.

Sandra: Ashley has the kind of expertise that we need on the Personnel Policies Committee and we are happy to see her willing to take it on. She is a Human Resources professional, and HR manager and her duties have included onboarding, performance evaluation, professional development, and conflict resolution. She has expertise in state and federal compliance, employee retention initiatives and a lot more. Urges you to vote to add her to the Committee.

Ashley: Noted she has six years of HR management experience. Spent 10 years in education before that. Worked for 10 years for Carol DeFazio selling Fairy wings on the River Loop. Grew up near the Fair and discovered it as a young adult. Is excited to bring her experience to the Fair. Looking to contribute to the Fair in a discreet way.

Member Input: None

The motion passed: 8-0-1; Sue abstained.

Change the petition signature requirement from a hard number to a percentage of members voting in the last election (John Alexander, George Braddock, Paxton Hoag, Kevin Levy, Lisa Parker, Sue Theolass, and Teresa Vaughn)

Paxton moved and Teresa seconded to resolve that valid petitions are required to have the verified signatures of 100 Members or 8 percent of those voting in the most recent annual election, whichever number is greater, and to amend the Bylaws as follows:

Note: Words in green and struck out are the original language. Words in red and italics are the newly proposed words.

Note: Some of the changes in this motion assume that Motion 1 passes. If it does not, there is an alternate form of the motion below.

Whereas the number of members of the Oregon Country Fair (The Fair) varies from time to time; and

Whereas the Board needs to establish a minimum number of signatures on an advisory petition or removal petition; and

Whereas the Board does not wish to revisit the petition signature requirement threshold as the voting membership number changes;

Article VI, Section 1:

1. Annual Membership Meetings: An annual meeting of the members shall be called by the Board of Directors at a date to be fixed by the Board, but in no case later than October 30. The purpose of the annual meeting shall be to ~~elect the Board of Directors~~ present the members with a financial statement for the fiscal year then ending, and to consider any other business that the Directors may determine to be appropriate. Agendas for the annual meeting shall be set 55 days prior to the meeting. ~~Beginning in 2022, advisory resolutions may be placed on the agenda for the annual meeting upon the petition of 100 or more of the members, by presenting the petition to the Membership Secretary by July 31, or at such earlier time as the Board of Directors may designate. Petitions must include member signatures with the name also legibly printed and the member's Fair affiliation.~~

Article VI, Section 2:

2. Annual Elections. An annual election ("**Annual Election**") shall be called by the Board of Directors at a date to be fixed by the Board, but in no case sooner than one week after the Annual Meeting nor later than October 30. The purpose of the election shall be to elect new Directors to the

Board, to vote on Bylaw changes that require member **approval or** ratification, and to vote on advisory petitions.

Advisory resolutions may be placed on the Annual Election ballot upon the petition of 100 or more members or 8 percent of the number of members who voted in the most recent Annual Election, whichever number is greater, by presenting the petition to the Membership Secretary by July 31 or at such earlier time as the Board may designate. Petitions must include member signatures with the name also legibly printed and the member's Fair affiliation.

The **Annual Election** shall be conducted by **written ballot in lieu of a membership meeting as provided in the Act**, with ballots issued to all members via mail or other means as the Board may provide. The results of the election shall be certified by the Membership Secretary and the Treasurer within five days **of the deadline for the return of ballots.**

Article VI, Section 3:

3. **Special Meetings.** Special meetings of the members may be called from time to time by the Board and shall be called by the Membership Secretary upon petition of 100 or more members **or 8 percent of the number of members who voted in the most recent annual election, whichever number is greater**, describing the purpose(s) for which the meeting is to be held.

Paxton moved and Teresa seconded to table this issue until the December meeting at Stephen D.'s request.

Jon: What will be different in December and why can't we discuss/vote today?

Paxton: Stephen's workload is focused on the election and there is no rush on this issue.

Member Input: None

Motion passed: 8-1; Jon opposed.

(YouTube video 0:33:06)

Process to keep committees in good standing (AJ Jackson, Sandra Bauer, Teresa Vaughn, Paxton Hoag, and Arna Shaw)

Committee Good Standing Policy

Teresa moved and Sandra seconded to accept the Committee Good Standing Policy proposal:

A Committee, Task Force, or Working Group (hereafter called a committee) formed by a vote of the Oregon Country Fair Board of Directors that is fulfilling its mission and purpose and is following the Committee Best Practices Manual, the OCF Code of Conduct and all other OCF Guidelines is considered "in good standing." In the event that a committee is not meeting these conditions, the Board will use the following process to help committees get back on track.

Step One: Determination of Committee Status

A minimum of three Board members must agree that a committee is straying from good standing. They will submit a confidential report to the Board detailing the specific issues that need to be resolved. The Board will meet in a closed session, pursuant to Article VIII, Section 3 of the Bylaws

(since personnel issues may be involved) to act on the recommendation. If the Board finds that the committee is not in good standing, they will send a Board-approved letter to the members of the committee detailing the specific issues that need to be addressed. At the sole discretion of the Board, the process may start at whatever step is appropriate or delete any step. For example, the Board could move the committee directly to Step Three and assign a mentoring team. Good Standing violations include but are not limited to the following:

1. Violations of Committee Best Practices
2. Violations of the Code of Conduct
3. Failure to work on or complete assigned tasks
4. Failure to submit a substantially complete Annual Report
5. Failure to achieve a 50 percent quorum of approved committee members for three meetings

Step Two: A committee will be given three regularly scheduled meetings to resolve identified issues.

The committee will have three regularly scheduled meetings to resolve these issues. Within two weeks after these three regularly scheduled committee meetings, the committee must submit a response to the Board detailing how and if the issues have been resolved. The lack of a quorum or the cancellation of meetings will not affect this timeline. In the case of a committee that meets infrequently, the timeline may be altered at the discretion of the Board. The Board liaison(s) shall support the committee in dealing with the specific issues outlined in Step One. Board liaison(s) may ask other Board members for assistance or the Board may assign Board members to assist.

The Board shall review the response from the committee in a closed session called in accordance with Article VIII, Section 3 of the Bylaws to determine whether the committee shall remain in good standing. Failure to submit a response automatically moves a committee to the status of “not in good standing.” In the event the Board determines the committee is “not in good standing,” they will move to Step Three of this process.

Step Three: A mentoring team will work with a committee “not in good standing” for two regularly scheduled meetings.

In the event a committee is determined to be “not in good standing,” the Board will appoint a Mentoring Team to support the committee’s success. The Board will also determine the steps the Mentoring Team and the committee must take to return the committee to good standing. Depending on the nature of the issues, the Board may suspend the committee while determining these next steps. These may include but are not limited to:

1. Removing members who are not following the OCF Code of Conduct, Committee Best Practices Manual, OCF Guidelines and/or the committee’s Mission Statement;
2. Removing members who have more than three absences at regularly scheduled meetings in the calendar year preceding the determination of “not in good standing” (health issues will be considered);
3. Issuing a call out for new members and selecting new members;
4. Refining the mission of the committee;
5. Ensuring that decisions are made by majority vote (after a reasonable attempt to reach consensus);

6. Requiring a quorum of at least 50 percent of members;
7. Requiring the committee to submit past due minutes and all new committee minutes within a time specified by the Board for posting on the oregoncountryfair.net site;
8. Requiring that subcommittee minutes are submitted to all members of the committee before the next regularly scheduled meeting; and/or
9. Requiring the committee to submit a list of committee members and friends of the committee (with contact information) to the OCF office for updating the contact list.

Within two weeks after these two regularly scheduled meetings, the Mentoring Team and the committee will each submit a report to the Board detailing the steps taken to cure the issues. Again, the lack of a quorum or the cancellation of meetings will not affect this timeline. In the case of a committee that meets infrequently, the timeline can be altered at the discretion of the Board.

Step Four: Resolution.

The Board will then meet in a closed session called in accordance with Article VIII, Section 3 of the Bylaws, to determine the committee's status. The four options are:

1. The committee would be returned to a status of "in good standing," or
2. The committee would remain "not in good standing," but be given additional time to come into good standing, or
3. The committee will be disbanded, or
4. The Mentoring Team and the Board appointed committee may offer an alternative solution.

Member Input:

Hilary: Thanks, Teresa, for the presentation. Appreciates the work the committee has been doing to help other committees. On Step Two and then again on Step Three, there is some language that is confusing, such as lack of quorum not affecting timeline. Does that mean if there is no quorum, do the two regularly scheduled meetings not count toward resolution?

Grumpy: Appreciates all the work but thinks it's too complicated. Doesn't see any reason to do this complicated new process.

Lisa Cooley: Echoes what Hilary said about confusing quorum language. Do we have many committees that are not complying? Didn't realize this was an issue. If we have to put all our diligence into a process, is in favor, but questions whether it's necessary.

Heather Kent: Quorum issue seems like it needs to be thought about because does that mean the Board is determining that 50 percent is a quorum? What if a committee doesn't take attendance, does that mean the Board could say they are not in good standing? They would have to apply the rule consistently which sets them up for a lot of monitoring.

Steven B.: If a committee has at least 50 percent attendance, but that committee has a two-thirds requirement, would that mean they are in violation if they are under two-thirds and conduct a meeting?

(Tom Horn arrived at the meeting.)

Board discussion:

Jon S.: Supports this motion kind of reluctantly. Motion does a good job of setting expectations for committees, which is a good thing. One of the reasons he is willing to support it is that it doesn't remove authority from the Board. The Board can create or dissolve committees anytime they want. We don't need a process like this to do it, but it's nice to have standards, so we are not arbitrary. Small objections that won't make him oppose it: This is a slow process, and it could take the better part of a year to determine if a committee wasn't in good standing and to get them back on track. If a committee isn't getting work done for that long, how valuable is that committee? Also, not happy about the Board meeting in closed session and needing a two-thirds vote to place a committee not in good standing because it reminds him of when the Board used to be operational and needed to get to two-thirds to fire a coordinator, which almost never happened.

Paxton: Sat through the work group meetings and believes this is a well-thought-out system, even though it's laborious and time consuming. Has a problem in the beginning with only having three Board members being able to start this process, leaving open opportunities for abuse. **Moved to amend the minimum Board members from three to five. No second.**

Sandra: Whole intent is to work with committees so they can do the work of the Board. We need them to be functioning efficiently. We have a mentoring step in there to that end. It takes three members to bring it up, but nothing goes forward until there is a super majority to move forward. It isn't that complicated, but it is long and does take a while, which it should. We need to do better at providing feedback to committees. Hopes people will vote in favor.

Arna: Agrees with Sandra regarding length of time. Want to give committee time to work on issues. This policy is designed to support committees, so it is slow. We need a policy that is not arbitrary to specific committees. This policy will work across all committees. We hope to not have to use the policy much, but to have it at the ready if/when we need it. It's better than needing it and not having it. There are a lot of safeguards here and three Board members really couldn't do much because they would need to convince two other members or the president to call a meeting.

AJ: Supports this motion. Thanks to Board members who spent months working on this. Hopes the makers of the motion could briefly address the 50 percent quorum question, if committee goes three months without a meeting.

Sandra: It's meant to say that if you don't have a meeting because of quorum that it counts towards your three meetings. Some committees have different quorums and if they are in good standing, they can continue whatever quorum works for them. If at Step Three, if the committee is not in good standing, we may insist that they have a quorum of at least 50 percent.

Arna: Great presentation by Teresa!

Kevin: Teresa- great presentation. We might not be able to get three-quarters of Board members, but it brings issues to our attention. Even if we don't have to go through the process, it could bring issues to our attention. Likes the length of the process and safeguards.

The motion passed: 8-2; Paxton and Sue opposed.

Appoint Sandra Bauer to the Personnel Policies Committee (AJ Jackson, John Alexander and Arna Shaw)

Jon S. moved and Arna seconded to appoint Sandra Bauer to the Personnel Policies Committee.

Sandra has served on the committee for more than four years as Board liaison. She has acted as the elected Chair of the Personnel Policies Committee for most of her service. She has rewritten policies and deserves to be appointed as a member, not just the liaison. Has letters of recommendation from Ron Chase and Tom Horn, who serve on the committee.

Member Input: none

Board discussion:

Jon S.: Supports this motion and is glad for the way the process is playing out.

The motion passed: 8-2; Paxton and Sue opposed.

New Business

(YouTube video: 1:03:44)

Clarify the effective beginning of terms of newly elected Directors (AJ Jackson, Arna Shaw & Jon Steinhart)

Whereas the beginning and end of a Director's term of office needs to be clearly defined; and both the Oregon Nonprofit Corporation Act and our Bylaws are silent on the start of the effective term of office;

Be it resolved that the term of office of newly elected Directors be effective when the election is certified by the Membership Secretary and the Treasurer(s), and to amend the Bylaws to effect the change as follows:

Article VII, Section 2(e):

e) Term: Each Director shall serve for three years or until their resignation or removal, whichever occurs first. These three-year terms shall be staggered, with one-third of total seats to be filled by a vote of the membership each year. The term of office of newly elected Directors shall be effective when the election is certified by the Membership Secretary and the Treasurer(s).

Appointment of Equality Diversity Inclusion & Belonging Work Group members (AJ Jackson, Arna Shaw & Tom Horn)

Approve language, submitted by Bylaws Committee, to stipulate that the President and Vice President must be duly elected Board members (AJ Jackson, Arna Shaw & Lisa Parker)

The Board moves to amend the Bylaws as follows:

In Article IX Section 2 Election/Term -- Remove "There shall be no requirement that an Officer be a Director."

In Article IX Section 5 President -- Add "The President shall be a duly elected Director."

In Article IX Section 6 Vice President -- Add "The Vice President shall be a duly elected Director."

Article IX

2. Election/Term. The Officers are to be elected by the Board at its annual Board meeting or in the event that an office becomes vacant at any other time of year. ~~There shall be no requirement that an Officer be a Director.~~ Each Officer shall serve until the next annual Board meeting or until their death, resignation, or removal.

5. President. The President shall be the principal executive officer of the OCF, subject to the control of the Board. The President shall, when present, preside at meetings of the members, or make provision for a facilitator to preside at said meetings. The President may sign, with a Secretary or Treasurer or any other person so authorized by the Board, certificates for memberships, deeds, mortgages, contracts, or other instruments which the Board has authorized to be executed; and shall perform all duties incident to the office of President and such other duties as may be prescribed by the Board. **The President shall be a duly elected Director.**

6. Vice President. In the event of the death, resignation, or removal of the President, the Vice President shall become President for the unexpired portion of the President's term. The Vice President shall also have all the authority and powers of the president during any period of time that the Board determines the President to be incapacitated. **The Vice President shall be a duly elected Director.**

Pineros y Campesinos Unidos del Noroeste – Northwest Tree Planters & Farmworkers United Sponsorship (PCUN) (AJ Jackson, Teresa Vaughn, Kevin Levy, Jon Steinhart, Paxton Hoag, Sue Theolass, Lisa Parker, George Braddock & Sandra Bauer)

Meeting Evaluation

(YouTube video: 1:04:05)

Last round for the good of the peach

Jon S.: Great meeting and happy to “appoint” Teresa to be VP of presentations moving forward.

Next Board Meeting: October 7, 7 pm via Zoom

President's Peace

(YouTube video: 1:08:15)

AJ: Learned something in training that the Board just finished. Wants to share with membership. When talking about DEI, the “I” stands for inclusion. Inclusion means change. That stuck out. Wants you to think about what inclusion means to you, does it mean change? Lastly, trying to put a Board listening session on the schedule soon. Wants to get it done before the end of the year, but we are thinking about it and trying to make space for a lot of meetings, including that.

