



### WHAT'S INSIDE

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p. 10 Endangered Species Day  
pp. 9-11 May Day  
pp. 12-15 Pink Flamingo Day  
pp. 16-35 Free Comic Book Day



## FAIR FAMILY CALENDAR

### May

- 17 Emerald Ash Borer Site Walk, noon-2 pm,  
meet at Main Camp
- 18 Craft Committee Town Hall Meeting,  
4 – 6 pm, Zoom

### June

- 2 Board of Directors Meeting, 7 pm
- 4 Fair Family News Deadline
- 4 Mandatory Food Booth Meeting, 6 pm,  
Unitarian Universalist Church, Eugene,  
and Zoom
- 7 Main Camp Opens
- 21 Emerald Ash Borer Site Walk, noon-2 pm,  
meet at Main Camp
- 29 Board of Directors June-ly Meeting, 4 pm,  
Zoom, Live-streamed on YouTube

### July

- 11-13 Ornate Costume Frispy!

And so much more! To view a full list of  
committee meetings and events go to:  
<https://oregoncountryfair.net/events/>



## KEEP IN TOUCH

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

[FFN@OREGONCOUNTRYFAIR.ORG](mailto:FFN@OREGONCOUNTRYFAIR.ORG)

[INFO@OREGONCOUNTRYFAIR.ORG](mailto:INFO@OREGONCOUNTRYFAIR.ORG)

[OREGONCOUNTRYFAIR.ORG](http://OREGONCOUNTRYFAIR.ORG) (EVENT INFO)

[OREGONCOUNTRYFAIR.NET](http://OREGONCOUNTRYFAIR.NET) (BUSINESS SITE)



*Happy  
Birthday  
Geminis!*



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](mailto:info@oregoncountryfair.org)



## FFN MAY FLOWERS



Brad "Columbine" Lerch  
Daniel "Wisteria" Cohn  
norma "peonies" sax  
Kim "Poppy" Griggs



Mary "Dogwood" Doyon  
Suzi "Bleeding Heart" Prozanski  
Vanessa "Iris" Roy  
Alex "Azalea" Zabala  
Trisha "Bluebell" Burbaum  
Michael "Camas" Ottenhausen



## Draft Equity and Inclusion Vision Statement

The Board is developing an Equity and Inclusion Vision Statement. The current draft is below. Your suggestions and comments on this statement will help the Board craft this statement. Please send your suggestions and comments to: [visionstatement@oregoncountryfair.org](mailto:visionstatement@oregoncountryfair.org).

Oregon Country Fair stands together growing to become a more joyful and accepting community, respectful of differences and offering opportunity.

We view equity as supporting people to have access to the positive value of OCF in different and relevant ways. As an organization, we expect that all folks associated with OCF be treated with dignity, respect, and acceptance.

We strive to share resources broadly with the greater community. We do this through creating shared values of collaboration, accessibility, and fairness, to create fully participatory events. We acknowledge our biases so that we may more effectively engage and include marginalized communities.

Representation from diverse cultures is important to the organization. Having people from diverse racial backgrounds and cultures in leadership positions at OCF, is a sign of a healthy and integrated organization. When people are in leadership positions, they are sharing their experiences and impacting the decisions being made. This incorporates and institutionalizes more perspectives. This produces opportunities for a truly multiracial and multicultural event at all levels.

## Need Paper Copies Pre-Fair?

Did you know that there is an office on-site that can help you with paper copies and laminations during pre-Fair? The office will be open from June 7 through the last day of Fair.

Office hours are Monday-Sunday, 9 am-5 pm.

During Crunch Week, starting on July 5, office hours will be 9 am-7 pm.

During Fair, office hours will be 9 am-3 pm.

Our phone number is 541-343-4298. The office location is attached to and behind the Warebarn. The office can provide copies in black and white or color — on colored paper or card stock. Laminations are available in sizes up to 11x17.

## 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).*



## Sunday Mourning Memorial Service

Dear Fair Family,

The Sunday Mourning Memorial Service at the Fair is a tradition begun 2015 and held every year, commemorating people who have left the Earthly plane. On Sunday morning of the Fair beginning at 10 am, we meet at “the Junction” of the Eight (near the Drum Tower)—symbolizing the Crossroads, where the Lands of Living and Dead meet, to memorialize members and relatives and friends of our Fair Family who have left our mortal plane in the past year. We invite all Fair Family who would like to bid farewell to a loved one, friend, or acquaintance, to join us at the Junction at 10 am on Sunday of the Fair.

Some members of the Fighting Instruments of Karma Marching Band will depart from Stage Left to the Junction at 9:45 am, marching to only the sound of our drum section. All are welcome to join the solemn march from Stage Left toward the Junction.

Beginning at 10 am we briefly commemorate the departed. Attendees will be encouraged to state a name and one sentence about the departed to be honored. (there will be lots of names mentioned, so descriptions will need to be limited). Those of us of the Tribes of Israel, and others who choose to join us, will recite the Kaddish, an ancient Aramaic memorial prayer (scripts will be provided). Prayers from other traditions will be most welcome as well.

After all names of those departed have been mentioned and prayers recited, we will leave the Junction to begin Day 3 of the Fair. Those of us returning to Stage Left will march in New Orleans “second line” fashion, expressing joy at being alive in our magical Fair setting. All will be welcome to join our return march to Stage Left.

Please join us in this Fair tradition.

Sincerely,

Sammy Epstein, on behalf of

Fighting Instruments of Karma Marching Chamber Band/  
Orchestra

## SCOF Lot Camping Now by Permit Only

by Camping Crew

Policy Change for 2025! All camping in the SCOF Lot now requires pre-approval from Camping Crew.

If you would like to camp in SCOF Lot in 2025 or after, contact Camping Crew at [campingcrew@oregon-countryfair.org](mailto:campingcrew@oregon-countryfair.org) and request approval.

SCOF Lot is used for vehicle camping in vans, pickups, trailers, and motorhomes. Only "camping vehicles" used for sleeping are allowed in SCOF Lot. Cars are not allowed into SCOF Lot because there is not enough space for "car camping" (i.e. vehicle parked next to tent) nor simply for parking.

The Fair is adopting this new policy of requiring pre-approval to camp in SCOF Lot because the number of camping vehicles Family brings to SCOF Lot has been steadily increasing, and unfortunately the Fair does not have other space it can use for vehicle camping. In 2024, SCOF Lot hosted 62 more camping vehicles than it did in 2023 and was very close to full. Moving forward, we have to make sure everyone fits by requiring campers to get approval to camp in SCOF Lot.

If you arrive at the SCOF Lot Gate to camp, do not have approval, and there is no remaining space, you

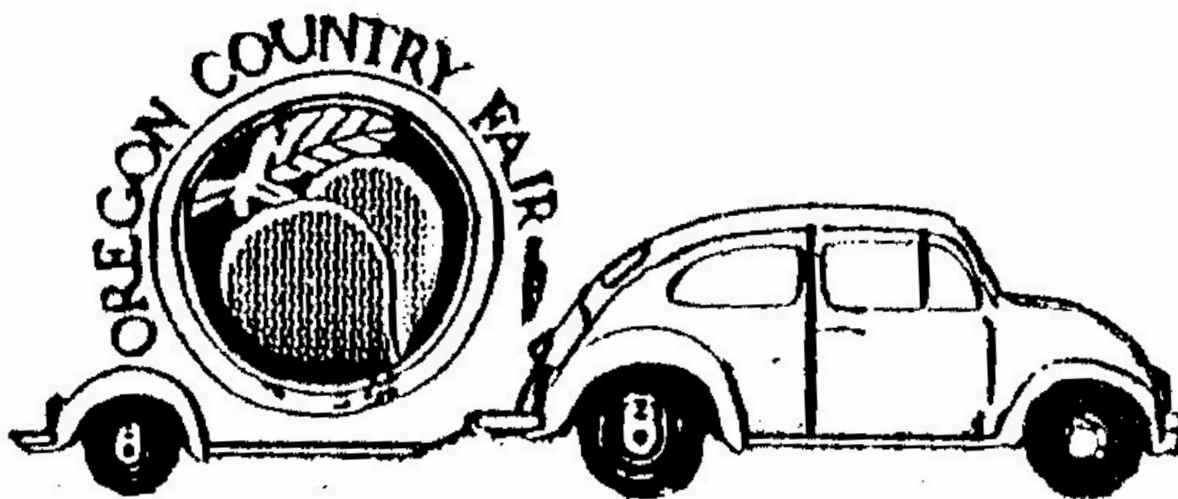
will be turned away. Tent campers will be redirected to the Camping Re-Solutions Booth in Main Camp to be sited elsewhere. Camping vehicles will unfortunately be sent off-site as there is no other camping area at Fair for your camping vehicle to go.

To receive approval to camp in SCOF:

- all Family must have a wristband
- all vehicles must be "camping vehicles," i.e. used for sleeping; no cars, no parking
- all camping vehicles must have a Fair Vehicle Sticker
- all camping vehicles longer than 22 feet must additionally have a Fair Oversized Vehicle Sticker
- there must be available space

If you are planning to request approval for a camping vehicle in SCOF Lot, please consider bringing the smallest camping vehicle you can, and expect to have limited porch space outside of the camping vehicle.

Please contact Camping Crew at [campingcrew@oregoncountryfair.org](mailto:campingcrew@oregoncountryfair.org) for SCOF Lot camping approval or with any questions about camping at the Fair.



### Fixed Assets Committee Seeks Capable Members

Fixed Assets Committee is open to qualified new members. If you have skills in areas such as contracting, project management, land use, real estate, property maintenance, or IT, this may be a good place for you

to start your OCF committee experience or to continue your volunteer experience. Please send a letter of interest with information letting us know of your areas of expertise to [fixedassets@oregoncountryfair.org](mailto:fixedassets@oregoncountryfair.org).





# The Fair's Hybrid Voting Project Update

by Jeffrey Rames, OCF Membership Secretary



Hybrid Voting — What is it? What does it do for the Fair and Fair members? How is it going to work? Many have asked these questions, and they are excellent.

In the March Fair Family News, Board Member John Govsky talked about the OCF Board taking a vote on embracing hybrid voting. The Board did act on this issue, voting in favor of the Fair moving forward with hybrid voting, with a focus on online voting.

We will be posting a regular article in the FFN throughout this summer and fall, all the way through the fall election. Expanding on the Fair's reasons for moving forward with hybrid voting, and detailing how this will all work, is too big for just one or two articles in the FFN. Therefore, we will try to pass on as much as possible each month so that everyone is comfortable and ready for a smooth election this fall.

What is it? How is it going to work? The Fair's hybrid voting will not change the basic function of our elections, which is filling board vacancies, collecting member input, and managing bylaw changes. Candidates and issues will still appear on a ballot that will be given to every Fair voting member. Candidates will still communicate with the Fair as they have always done. The election certification process does not change.

What will change is how most Fair voting members receive their ballot and how they cast their vote. All voting members with an email address provided to the Fair will receive an online ballot in their email inbox. All voting members who do not have an email address on file with the Fair, or who make a special request to receive a mail-in ballot, will receive a ballot through the U.S. mail. Much more to come on all this as we move forward planning and implementing this project.

What does it do for the Fair and Fair members? First is cost. Since Covid, when we started mailing ballots to all members, we've spent almost \$9,000 a year for the annual election. Most are thinking there are better uses for this money. Assuming that a good majority of Fair

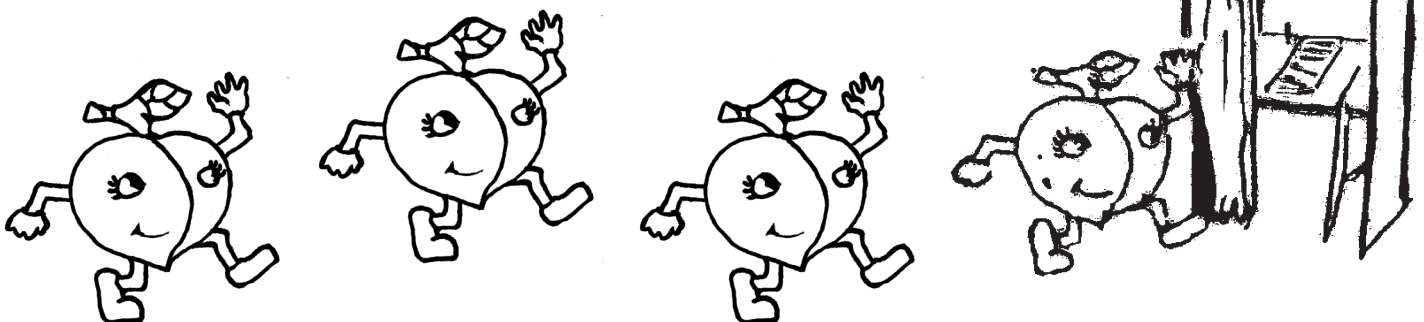
members vote online, the combined hybrid approach should cost the Fair less than \$2,000. Second is time. Many have given much of their time to the Fair, mainly preparing ballots, stuffing envelopes, and counting ballots. Most of this manual work will go away and folks can focus their freed up time to other Fair fun.

Third is our beautiful Oregon. More to come on this, but the Fair mails out 5,500 or so ballots and only gets about 1,500 back. Seems wasteful; and I for one would rather hug a tree instead of receiving it in my mailbox. We won't mention the fossil fuels burned to get that ballot to everyone and back. Fourth is voter turnout. It is the hope of the Board that hybrid voting will increase voter turnout and grow the voice of Fair membership. In addition, we feel that our younger members will increase their participation in Fair elections by receiving their ballot where they are, online.

Thank you very much for reading this far. There will be much more information to come. Please look for our hybrid voting article in the upcoming Fair Family Newsletters.

What can you, Fair members, do? First, have so much, way too much fun at the Fair. Then, check to make sure all your personal information is posted and up to date with the Fair. You can do that by downloading the Voting Member Registration form from the oregoncountryfair.net site, Resource Library, Application & Form, Membership Form. Print and fill it out. You can then send it to OCF, Membership Secretary, 442 Lawrence St., Eugene, OR 97401. You can also scan the completed form and email it to [elections@oregoncountryfair.org](mailto:elections@oregoncountryfair.org). If this path is not an option for you, send us an email detailing your changes to [elections@oregoncountryfair.org](mailto:elections@oregoncountryfair.org), and we will take good care of you.

And please, please, please send me your concerns, suggestions, and all feedback to [elections@oregoncountryfair.org](mailto:elections@oregoncountryfair.org). I/we want and need your input, and we will respond. Peace.



# FAIR PHILANTHROPY:



## 5 Nonprofits Chosen for Jill Heiman Vision Fund Grants

*by the Jill Heiman Vision Fund Allocations Committee*

We are thrilled to announce the grants that will be funded by your donations to the Jill Heiman Vision Fund this year. Five nonprofit groups will receive funds for their proposals related to the environment and sustainability:

- The Civil Liberties Defense Center will increase its educational trainings, which empower local environmental activists and organizations to take on issues such as climate change, risky oil and gas pipelines, and logging of old-growth forests.
- Community Supported Shelters will install two greywater filtration systems that provide an environmental approach to wastewater in their Safe Spot Communities. This completes the water filtration project that began in 2023.
- Plaza Nuestra Comunidad will help pay for a Garden and Community Engagement Coordinator, who facilitates educational and community-building events for their seven community organic gardens throughout Lane County.
- Shift Community Cycles, which refurbishes used bicycles and distributes them to area youth, will provide free Bike Kits that include a lock, helmet and lights for bike recipients in need.
- Siuslaw Watershed Council will provide native plants and assistance planting them to

volunteer household landowners along riverways and lakes in the Siuslaw watershed. These plants will help restore the riparian zones and protect water quality.

Donation boxes will be located at Information Booths at the Fair. Checks and cash donations are

tax-deductible; include address for mailed receipt.

Since it began 28 years ago, the Jill Heiman Vision Fund has granted more than \$588,000 to nonprofit agencies. The fund honors the attorney who helped facilitate the Fair's incorporation as a nonprofit and its original land purchase.

One food voucher and one dollar at a time, donors to Jill Heiman Vision Fund are making a difference in our community. Since the fund began, we have donated

more than \$656,000. Thanks to everyone for your awesome support!

### \$1 = \$3

The OCF Board triples the power of your gift with its \$2 match for every \$1 donated, up to a total of \$20,000. Look for donation boxes for the Jill Heiman Vision Fund at Information Booths around the Fair. Food vouchers, cash or checks may be donated. Checks and cash donations are tax-deductible; include address for mailed receipt. Donations also can be mailed to the Oregon Country Fair, 442 Lawrence St., Eugene, OR 97401.







## *Top 10 Reasons for Riding Late Night Trips*

1. A professional driver takes you back to Eugene on a comfortable bus
2. Sleep in your own bed
3. Take care of things at home and still enjoy after-hours at the Fair
4. Help the OCF to lower its carbon footprint
5. Receive a beautiful, laminated bus pass
6. Leave the camping gear at home
7. Leave your car at home
8. Help the Fair reduce the impact of camping and parking on the land
9. Shower without waiting in line
10. Have more energy for enjoying the Fair

So veteran and potential Trippers, please fill out the [2025 Registration Form](#) and read through the [2025 FAQ Sheet](#). You can fill in the Registration Form on your computer; print it out; and then along with your check, snail mail it or drop it off at the OCF office. The FAQ Sheet will answer all your most puzzling questions.

See you on the bus,  
Jerry Joffe and Roy Burling

# Calling All Tree Huggers

by Glenn Johnson, EAB Task Force

Do you know how to identify the trees of the Fair, or would you like to learn? Would you like to help the Oregon Country Fair protect the next generation of forest canopy at the Fair? Join us on Saturday, May 31, from 10 am to 4 pm, at the Fair site and participate in Sapling Stewardship. You will help identify, flag and map young non-ash trees on site.

The floodplain forests of the Fair site are comprised largely of Oregon Ash, which are threatened by the arrival of the invasive Emerald Ash Borer (<https://oregoncountryfair.net/emerald-ash-borer-task-force/>).

After the first detections on the West Coast just south of Portland in 2022, EAB-infected Ash trees have recently been found just 10 miles northeast of Salem. Unfortunately, the arrival of EAB and its impact on the Fair's forests is all but inevitable. In addition to restricting Fair family from bringing firewood on site that may inadvertently transport EAB, the OCF is also employing strategies to prepare for the impacts of EAB.

Fortunately, other tree species are able to grow on site — we currently have many Oregon White Oaks and Big Leaf Maples, for example — but these are a lesser component, and often overlooked. Every year, we know the Fair family inadvertently overlook and trample many young seedlings and saplings of non-ash trees that are

native and adapted to the site, and that could otherwise become full trees if given the space and time to grow. We will use customized flagging and mapping to start to demarcate young oaks, maple, and other trees that are crucial to protect now so that they can continue to grow and eventually form the new forest canopy when our Ash trees succumb to EAB. We may also take very young trees that are in high-risk areas that can be saved and brought to the OCF nursery, and we'll identify areas that are good for planting additional trees.

In 2025, we're launching a Sapling Stewardship effort to identify and preserve non-ash trees that are already growing in the 90 acres of the Fair site we use the most — the Eight, Xavanadu and Chela Mela, and adjacent areas.

Please join us on Saturday, May 31, at 10 am to help identify, flag and map young non-ash trees on site. Meet at "The Island," which is located north of the bus pick-up area, between the entrances to Main Camp and the Recycling Dock. We will provide training, matching up experienced with less-experienced, customized "OCF Stewardship Tree" flagging, and a plan to capture data from our efforts.

Please bring water, weather-appropriate gear including sturdy footwear, and lunch.



## Is your crew looking for new volunteers?

The Volunteer Support Crew (*formerly the Volunteer Hook-Up*) is here to help you find new volunteers for your crew. We can offer access to a list of available volunteers or help with pre-screening folks who have the time and skills you are looking for. **Please know, you will always have final say on any new volunteers you bring into your crew.**

**Email us today at [volunteering@oregoncountryfair.org](mailto:volunteering@oregoncountryfair.org)**

Cheers! Megan, John, Sona, and Stephanie  
Your Volunteer Support Crew



## Wait/Share List

Do you have booth space to share? If you do, these fine Fair family artists would love to hear from you! If you need extra passes for a crafter on the wait/share list, the Booth Rep may request them from Registration. The wait/share list is comprised of juried crafters who have participated in the Fair. If you are an active juried crafter who wants to be on this list or to be removed from this list, contact Registration by email at [1YO@OregonCountryFair.org](mailto:1YO@OregonCountryFair.org) or phone 541-357-8625 to leave a message. This list is also available at the [www.oregoncountryfair.net](http://www.oregoncountryfair.net) website.

First Name	Last Name	Specialty	Phone	Email	Website
Jean	Abbott	Quilts/quilted wall hangings featuring skulls/skeletons/ Pagan and Spiritual influences	503-803-6864	mamajeanskind threads@gmail.com	mamajeanskind threads.etsy.com
Amy	Armantrout	botanically eco printed textiles including scarves, t shirts, and vintage silks and linen clothing.	619-818-7238	amytrout@gmail.com	instagram.com/ plant_sub_dyecraft
Ramon	Averett	I am a woodworker, making functional art such as Mirrors, shelves, wood utensils, serving trays, instrument holders and more from the most fabulously BEAUTIFUL figured local Wood!!	360-402-9788	ramonte121@gmail.com	instagram.com/ twigsterlove
Robin	Berry	Up -Cycled costume apparel Steam punk / circus/gypsy	530-648-3315	iyas. enchantedcloset@ yahoo.com	facebook.com/iyas. enchantedcloset
Laura	Black	Astrological consultations (15 - 30 mins)	541-497-3465	laurablack42@gmail.com	black-light- astrology.com
Natalie	Bloodgood	Face painter	503-960-8619	art.natalie@gmail.com	
John	Bridges	World's best glass orbs for subconscious research and overall mental wellbeing	541-600-9790	blackfireglassworks@ gmail.com	
Evan	Burnette	Blown and cast Glass, all price points	208-598-2838	evan.lagpdx@gmail.com	evanburnette art.com  localartglass.com
James	Copenhaver	Hand held sculpted stone massage tools and sacred carved stone bowls	503-999-0462	JimmyCopenhaver@ Gmail.com	BodyRocks.com
Steven	Daniel	Hand thrown, kiln fired pottery from a Pond Farm trained from a ceramic artist of 66 years	541-490-0228	reubenhndaniel@gmail.com	

Erik	De la Cruz	Visionary and Cosmic paintings by Dela.	415-866-5118	dela@delacanvas.com	delacanvas.com
Devonne	Dunnings	craft hand dyed hair extensions/ cultural Braiding	404-680-9177	houseofdye@gmail.com	
Erin	Fahey	Colorful hand woven willow baskets	720-289-9211	kinderdcraftstudio@gmail.com	instagram.com/ kindred.craft
Tara	FlyingHorse	Jewelry and textiles	509-207-0739	flyinghorseartstudio@gmail.com	
Rachael	Foss	Colorful botanical and nature themed fused glass jewelry	503-756-7805	rachaelfoss@comcast.net	facebook.com/ FusedGlassHouse
William	Freeman	BiciArte is contemporary fine jewelry that celebrates the experience of the bicycle through recycled design.	360-778-9662	will.iamfree@gmail.com	biciarte.com
Roger	Funk	Wooden toys, flowers and heart coasters	541-535-8876	rogfun1@gmail.com	
Alison	Grayson	Enchanted StoryBook Creations celebrates the whimsy and wonder of the natural world, offering sculptures, wall art, jewelry, and more.	267-455-3714	alisongraysonart@gmail.com	enchanted storybook creations.com
Tyler	Haas	I make exquisite fantasy elven jewelry with natural gems and precious metals.	907-299-8385	tylerhaasdesigns@gmail.com	tylerhaas designs.com
Bianca	Hayashi	Handmade artisanal botanical and gemstone silver jewelry	707-502-8516	biancachloehayashi@gmail.com	Twotrees handmade.com
Ira	Hyder	Peach pits cast in sterling silver jewelry	541-647-8517	Ira_Hyder@yahoo.com	
Jazzietoo	Januari-Sparks	Organic Clothing and Pottery	541-520-8810	jazzietoo@gmail.com	
Lindy	Kehoe	I have whimsical paintings and pottery with my illustrations.	541-690-4197	lindykehoeart@gmail.com	lindykehoe.com
Debbie	Krell	Dynamic tie dyed clothing and tapestries. Utilizing a variety of shibori resist dyeing techniques on cotton and silk textiles.	206-384-8095	debbie.krell@yahoo.com	instagram.com/ debbie.krell
Colin	Liotta	I make intricate layered art out of wood, paper, and glass, and I've been a happy Xavanadu 1YO resident since 2016.	510-290-9125	colin@extrareal.com	liottadesign.com



Sage	Liskey	I create books and digital art to make people laugh, uplift lives, and reimagine society.	541-224-6679	Sage.Liskey@gmail.com	SageLiskey.com
Kristi	MacDonald	Glass art marbles ,pendants, gnomes and lots more.	208-794-3639	kristimac77@msn.com	facebook.com/macdonaldartglass
Moksha	Marquardt	I'm an artist and will show some original paintings as well as large canvas prints and some paper prints.	205-954-8242	mokusa@mac.com	mokshakusa.com
Madalynn	Massey	Hand-thrown, hand-painted functional ceramics inspired by the botanical world.	707-601-5470	madceramics.co@gmail.com	madceramics.art
Hans	Muir	Bespoke leather footwear hand crafted using traditional techniques and materials.	206-816-4477	Hans.muir@hotmail.com	
Eric	Myers	Custom Longboards Skateboards built by hand and painted with love.	541-729-9055	cascadialongboards@gmail.com	
Frances	O'Halloran	Lovejoy's Wholistic Apothecary formulations are lovingly hand-crafted utilizing fresh 'yarden' grown, organic, and/ or wildcrafted botanicals.	919-414-3665	frances.lovejoybotanicals@gmail.com	lovejoybotanicals.com
Benjamin	Posin	I handcraft wearable works of art by combining hardwoods, precious metals, fossils, shell and gemstones.	503-330-0376	Ben@sticksandstonespdx.com	Sticksandstonesjewelry.com
Christopher	Reitmaier	Mixed-media art using found materials	702-559-0910	somniative@gmail.com	instagram.com/somniative
Ashtine	Rieke	Hand-forged copper and steel metal floral creations, adornments and displays.	541-580-4428	studioblackavenue@gmail.com	ashtine.com
Hannah	Ring	I am a henna artist and I sew capes I can do whatever craft would fit best into your booth!	541-690-4816	Hannahringing@gmail.com	
Ash	Robinson	Heavy cotton beverage holders and bags.	479-345-0099	jarhugger@gmail.com	instagram.com/jarhugger
Jenny Hannah	Roche	Polaroid photo booth with costumes+props+backdrops	503-349-2681	Jennyhannah1979@gmail.com	jennyhannahrochephotography.com
ArunaBeth Miriam	Rose	Intuitive Tarot & Numerology Readings @ Rose Lotus Healing Arts TAROT	541-510-7063	bethr@efn.org	facebook.com/RoseLotusHealingArtsTarot

Atma	Roshni	moss balls w living plants	503-812-4339	lushlivingsculpture@gmail.com	
Amanda	Ryznar	Carved porcelain pottery and handsewn dolls	541-232-4425	ryznaramanda@gmail.com	yogagoat.etsy.com
Jim	Snow	Silver wire wrapped jewelry	469-231-8866	jimsnowshine@gmail.com	gemsnow.etsy.com
Tina	Sockeel	One of a kind, intuitively woven micro-macrame jewelry and body jewelry	510-934-6047	serpentine16@hotmail.com	Instagram.com/spiralserpents
Danny	Stephens	I enjoy weaving luminous, visionary realism with sacred geometry and symbolic dreamscapes.	435-565-0388	ddstephens0511@gmail.com	Danny Stephens.com
Jarred	Trantham	Vibrant functional leather art	904-316-2199	lostsailordesign@gmail.com	lostsailorleather.com
Jennifer	Vannest	Whimsical mushroom & nature pottery in Eugene.	603-391-6246	Themushroomwoman@gmail.com	Forestfloorshop.com
Matt	Veazie	Dichroic & opal glass jewelry and marbles	541-760-2509	mattveazie@gmail.com	amorphousart.etsy.com
Stephen	Vest	Batik clothing and other batik items.	206-276-7679	stephenvest@gmail.com	Vestiks.com
Aleksandra (Sasha)	Wilkerson	Dreamy, introspective paintings that are inspired by interconnectedness and the cosmos.	646-288-7676	sashawilkart@gmail.com	sashawilkart.com
Emily	Wittkop	willow baskets made from locally sourced and ethically harvested material	541-224-1682	wittkope@gmail.com	
Tomas	Wolff	Handmade one-of-a-kind clothing	916-834-3858	Thelobocreations@yahoo.com	thelobocreations.com
Michael F	Wolik	Magical Art Reflections created with Nature Photography.	541-525-2802	mfwolik@gmail.com	mfwolik.com
Loralee	Zeigler	Natural fiber sewn and dyed clothing, including menswear, made with love.	541-515-4540	circlecreationsclothing@yahoo.com	CircleCreations.net



# 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)

Rebuilding/Repairing your booth? OCF craftperson w/ sawmill has new sustainably harvested roughcut fir and planed pine lumber for sale. Great prices. SW Eugene. Call for info. 541-517-4836

I have been selling my layered wood/paper art in Xa-vanadu since 2016, and I would love to share a booth with you this year! Colin Liotta <http://liottadesign.com/> [colin@liottadesign.com](mailto:colin@liottadesign.com)

Hi, I'm Tyler Haas. I make Fantasy Elven inspired jewelry and am looking for someone willing to share their booth with me! On the Wait/Share list & [tylerhaasdesigns@gmail.com](mailto:tylerhaasdesigns@gmail.com) or 907-299-8385

Hi I am a glass artist looking for booth space to share. Local to Eugene so can help pre fair. I am fun, helpful and drama free. Looking for table space. Please help me find a home. Kristi MacDonald 208-794-3639 text.

Get Fried Rice is seeking hard-working crew members for music festivals on the West Coast May - Oct. We make gluten-free/vegan pan-Asian Food from scratch on site. Our crew-members are fun, flexible team players who care about the environment, recycling, and serving unprocessed organic food. Call Ruby for info. 541-554-1493.

Fairway to Heaven camping during OCF in Mapleton: \$300/tent, two campers per tent. Enjoy music, swimming, hot showers, flush toilets and breakfast alongside the river. Call 541-268-4822 or [maplelanervpark.com](http://maplelanervpark.com)

My craft is wooden toys, flowers & hearts. Looking for shelf and some counter space to display the toys. Am willing to build shelves and help renovate the booth. Please contact me at 541-535-8876

Booth space desired. 4th year vendor, LOVEJOY BOTANICALS - Handcrafted Wholistic Herbal Skincare + Remedies utilizing 'yarden' grown, or fresh foraged wild plants. Frances 919-414-3665 [frances@lovejoybotanicals@gmail.com](mailto:frances@lovejoybotanicals@gmail.com)  
Sweet vibes. Helpful. Responsible



Join us for a family fun afternoon of ART BINGO to support  
The Kareng Fund, an Emergency Relief Fund for Oregon artisans.  
Lots of Really Cool Prizes!

**Sunday, June 1- 2:00-6:00**

**The Garden on Friendly**

2760 Friendly Street

The Kareng Fund was started by artisans for artisans as a grassroots mutual aid effort. The fund provides support to low-income Oregon artisans working in various craft disciplines by providing financial grants up to \$1000 to help with unexpected career threatening emergencies. Such emergencies can include cuts of nature, thefts, emergency medical situations, equipment failures and other immediate crises that impact an artisans ability to continue their work.

The Fund is staffed entirely by volunteers and since its founding in 2003 it has given over \$100,000 in grants to nearly 200 artisans. The Fund is supported by contributions from artisans and the interested public as well as annual fund raising activities like Art Bingo



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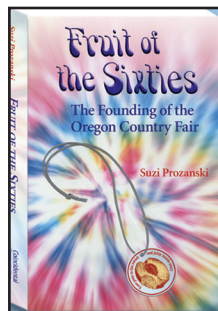
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# UNDERWRITERS

**WOW HALL**  
8th & Lincoln  
All Ages  
687-2746

5/15 - MaMuse  
5/16 - Anna Moss  
5/23 - ISRAEL VIBRATION, DUANE STEPHENSON & ROOTS RADICS  
5/24 - Terrapin Flyer  
5/28 - The Brudi Brothers  
5/30 - Ben Rice & The PDX Hustle & Ty Curtis Band  
5/31 - Amigo the Devil  
6/7 - One Way Out: Celebrating The Allman Brothers  
6/16 - Gong  
6/17 - Tune-Yards  
6/19 - John Caparulo

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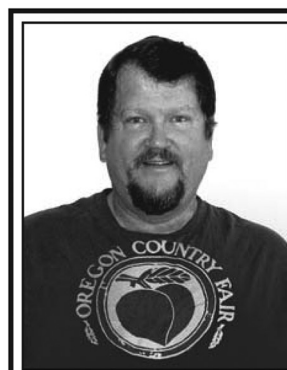
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**Craig Ralston**

LTC #5744C

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rentals, multiple/old years

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- vegetarian
- art collective
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- moon worshipping
- season celebrating
- ritual transformations
- OCF Art Barn support

**WE LOVE YOU!**





*2025 Posters on Sale at the Fair in our Commemorative Sales Booths*  
*Artist Bart Bemus*







## Board of Directors Work Session

April 21, 2025, 7 pm

*(Subject to approval by the Board at the June-ly 2025, Board meeting)*

Zoom remote online and live streamed on YouTube

YouTube recording link: <https://youtu.be/cwxBU5jHDmg>

**Board Directors present:** John Alexander, Anthony “AJ” Jackson (President), Sandra Bauer, George Braddock, Paxton Hoag, Kevin Levy, John Govsky, John Davis and Teresa Vaughn. Absent Board Members: Arna Shaw (Vice President) and Jon Steinhart. Board Officers present: Hilary Anthony (Treasurer), Jeffrey Rames (Membership Secretary) and Anna DiBenedetto (Recording Secretary). Staff present: Kirsten Bolton (Executive Director), Vanessa Roy (Marketing Manager), Norma Sax (Office Manager), and Steven Berkson (Facilitator).

### Discussion on OCF Draft Equity and Inclusion Vision Statement

Oregon Country Fair understands that **equity** occurs when all people have access to the resources necessary to reach equal outcomes, promoting fair opportunities based on individual needs. There are inequalities that must be acknowledged and addressed to eliminate barriers that prevent equal access, opportunity, and advancement for all people. **Inclusion** goes beyond inviting participation; it acknowledges power differences, real or perceived, and deliberately provides resources and efforts to include all members of a group regardless of a person’s status within that group. Inclusion requires the intention to recognize where individuals have been excluded systemically and historically and identify opportunities that provide acceptance and welcoming where exclusivity was tolerated.

### Draft Equity and Inclusion Vision Statement

Oregon County Fair stands together growing to become a more joyful and accepting community; respectful of differences and offering opportunity.

We view equity as supporting people to have access to the positive value of OCF in different and relevant ways. As an organization, we expect that all folks associated with OCF be treated with dignity, respect, and acceptance.

We strive to share resources broadly with the greater community. We do this through creating shared values of collaboration, accessibility, and fairness; to create fully participatory events. We acknowledge our biases so that we may more effectively engage and include marginalized communities.

Representation from diverse cultures is important to the organization. Having people from diverse racial backgrounds and cultures in leadership positions at OCF is a sign of a healthy and integrated organization. When people are in leadership positions, they are sharing their experiences and impacting the decisions being made. This incorporates and institutionalizes more perspectives. This produces opportunities for a truly multiracial and multicultural event at all levels.

AJ: Introduction. Earlier last year, the Board began working with Cliff Jones. One outcome was to work on a Vision Statement. The BoD started working on that with Cliff as the consultant. The Board talked all together and then a smaller group worked more with Cliff Jones. One part of the plan was to get feedback from membership to capture as many voices as possible. The draft here tonight was drafted from Board feedback. After this, an email will be sent for folks to provide further feedback. Then the Board will work with Cliff Jones to incorporate all the feedback. There are no wrong answers.

Grumpy: The vision statement looks more like a DEI statement. He would like to see more vision and not just DEI policy. The wording is weird and appears that it came from a book or a prayer to a deity; the language is too formalized. He is all for vision and a DEI statement, but we don't want a prayer for those.,

Hall: Thanks for having this session. As a member of the Equity, Diversity, Inclusion, and Belonging Work Group, I've been thinking about these topics a lot lately. I believe Arna sent you a revised version of your statement that our group developed together. Tonight, I'd like to share some of my own big picture thoughts. The first thing I'd like to urge is that you don't rush to completion on this. If this is to be a statement of the vision of the Fair and its members, not just the Board, please work to make it something that lots of folks help create, not something imposed from on high. Another reason we should take our time on this is that equity is a seemingly simple concept whose application isn't so simple. We all get the basic idea, the fence, folks of different heights, equity is adjusting the height of the stool so that everyone sees over the fence. But what does that mean when we apply it to the Fair? There are different ways to evaluate equity. One is certainly representation which y'all mention in the statement. The issue with representation is that we have many dimensions of difference. Trying to evaluate our population by its "representation," by how many of each group, makes our differences be the important thing, rather than the across-the-board acceptance that renders those differences irrelevant beside our connection as Fair Family. When we talk about successful inclusion in the Fair Family, equity is a lot more than a wristband and a camping spot. It has to do with participation in the organization, having one's voice heard, and it has to do with being able to rise up the organizational structure and become part of leadership. The other big picture thought is that we should not ascribe the problems of the external world to the Fair. From your discussion section: "Inclusion requires the intention to recognize where individuals have been excluded systemically and historically and identify opportunities that provide acceptance and welcoming where exclusivity was tolerated." Individuals have never been excluded systemically and historically from the Oregon Country Fair. Exclusivity was never tolerated. I feel similarly about the term marginalized — when we utilize that term, we bring those divisions from the unFair world in here. The sentence, "We acknowledge our biases so that we may more effectively engage and include marginalized communities" implies that it is the biases of the Fair Family that have caused issues with engaging and including marginalized communities. I've seen no evidence of that and I think this statement would be stronger without that blanket statement of blame. Lastly, I'd like to speak for better collaboration with the EDIB work group. It was a little surprising to learn that y'all were creating this statement focused on the very words you'd asked us to define. We've spent a few months discussing these

concepts and our ideas might be helpful. We spent a good bit of time working together on the revision Arna sent you and we would welcome the opportunity to discuss it further. We look forward to working together going forward.

Heather: She urged the Board not to go with the word “biases” because it’s too triggering and we don’t need to bring in outside stuff. We are all working hard not to have biases. The statement is great up to the sentence that has bias and then she suggested cutting the rest after that.

Amber Coats: She would like to have it be more user friendly and tangible. She was wondering what stage they are in the process and how one would apply the statement.

John Alexander: Regarding Amber’s comments, they have talked about accessibility and Fair Care.

AJ: Board is going to take its time and hear from everyone.

Hannah Mapatis: She was curious what people felt the biases were. What has been identified?

AJ: It’s hard to be specific, but bias is across the board. Even he as a person of color recognizes that he has biases. They were addressing biases as a culture, as a family. We may not know what we don’t know.

Jonathan Pincus: Regarding Amber’s concern about application, perhaps after they finish drafting the statement, they could build logic into the statement that would imply actions. Agrees with Grumpy that the words feel like textbook language.

Coyote Connelly: If we’re going to use the word “bias,” it’s a neutral word. There are positive and negative biases.

Sandra: She knows that we didn’t even try to identify bias because it’s so individualized. Everyone needs to look at that on their own. She doesn’t think that’s crucial for doing this work. Cliff Jones is a phenomenal consultant and he presented it as something we will need to continuously work on. The statement will evolve.

Hilary: Cliff said this is a draft that we should present to a lot of people and talk about it with them. We are supposed to focus on what the statement should be and focus on what the underlying issues are. Each of us has a different view about what happens. If “bias” is creating questions, we need to define it or use a different word. How does our system build in bias? Our crews are siloed and leadership is chosen differently across the board. There are systemic and personal biases that should be explored.

Paxton: He helped create the wording. They had a series of workshops with Cliff Jones that culminated in a series of statements from the Directors. Cliff pared those down to the most important parts. Cliff is great but he has never been to the Fair, so this document is a little more mainstream, representing the larger world more than the Fair world. We have to turn this into a document that talks about what the Fair is and wants to be. This is a starting point. We need input from the membership to fine-tune the statement. Thanks for the discussion on biases.

Amber: Bias is in the eye of the beholder.

Steven Berkson: He spoke as member. It should take a long time to do this if you want broad representation. Any statement you adopt, every member will have to comply with it. This is supposed to be about peace, love, harmony and understanding to represent thousands of people. We need a common vision. Less is more. He suggested to take the two first paragraphs and maybe cut the rest, or after the first sentence of the third paragraph. We want a thriving Fair where everyone can grow and participate.



Hannah M.: Recommended the word “inclusive” instead of the word “integrated.”

John Alexander: Brevity is good but definitions are also great. Reflecting on one’s biases and how they could be a barrier is important, so maybe we just need to wordsmith. Race and measures of diversity are listed but gender and ableness are missing. Should we have a laundry list or have broad language?

Jon Pincus: He wanted to address the concept that we don’t have bias at OCF. He has observed unconscious bias toward protected or marginalized groups. He has also heard direct bias expressed at Fair, sometimes egregious, so let’s not be naïve and pretend it doesn’t exist at Fair. How we address it will be a long process.

Kirsten: The email address to send comments about the statement is [visionstatement@oregoncountryfair.org](mailto:visionstatement@oregoncountryfair.org) . If you sent comments previously, please send them to this new address also. The Board did receive other comments, but this is where they will all be collected.

Paxton: How can we facilitate this conversation at the Fair? It’s hard to hold committee meetings at the Fair, but conversations are being had there.

Heather Kent: When is wordsmithing happening and who will be doing it?

AJ: There is no timeline. This is a Board project and they will finalize the statement somewhere down the road after hearing from as many people as they can. They will keep working with Cliff Jones on it to get to the finish line. This statement is coming from membership but it’s the Board’s work, not the work of a specific committee, even though they will work with the EDIB Work Group.

Sandra: They won’t meet with Cliff again until August or September, so there is a lot of time to keep talking and thinking about it and sending in the feedback.

Steven: This is either for the Board or it’s for the entire membership. By taking member input, it seems like it’s intended for the entire organization. Bad things have happened at Fair but generally our community shares good values, even though not everyone agrees with what the causes and solutions are. Less is more.

Kirsten: Cliff Jones went to Fair in the 1970s but he has really bad allergies that make attending Fair difficult. Equity and inclusion are the most current nomenclature and justice and diversity are dropped, even though they are part of the concepts, according to Cliff.

AJ: He is usually a person that wants to accomplish something before starting a new thing, but Cliff told them that this would take time. There are a lot of folks with very strong opinions and different experiences at Fair. We need to remember that when we are doing this work. It’s nearly impossible to come up with a statement that would work for every single person. You may change your mind with the passage of time and experience, so please keep an open mind. There will be another open session after the Fair.

Amber: Views the statement as an invitation to share experiences.

Kevin: Thanks to everyone for coming to give feedback. When he first came to Fair, it was completely different than anything else he had experienced. He felt very welcomed and told to be himself. How do we capture that? If the language reads like a psalm, maybe that does capture the dream-like state? If we go too broad, maybe we do the Fair a disservice? If we go too far, it becomes too corporate. It’s a big project, so he is glad we are talking about it. Spread the word that we want to hear from everyone.

Kirsten: Next steps include asking for more feedback via Fair Family News for a few months over the summer, when readership increases around the Fair.

**Meeting Evaluation**  
(YouTube video: 0:50:54)

Last round for the good of the peach

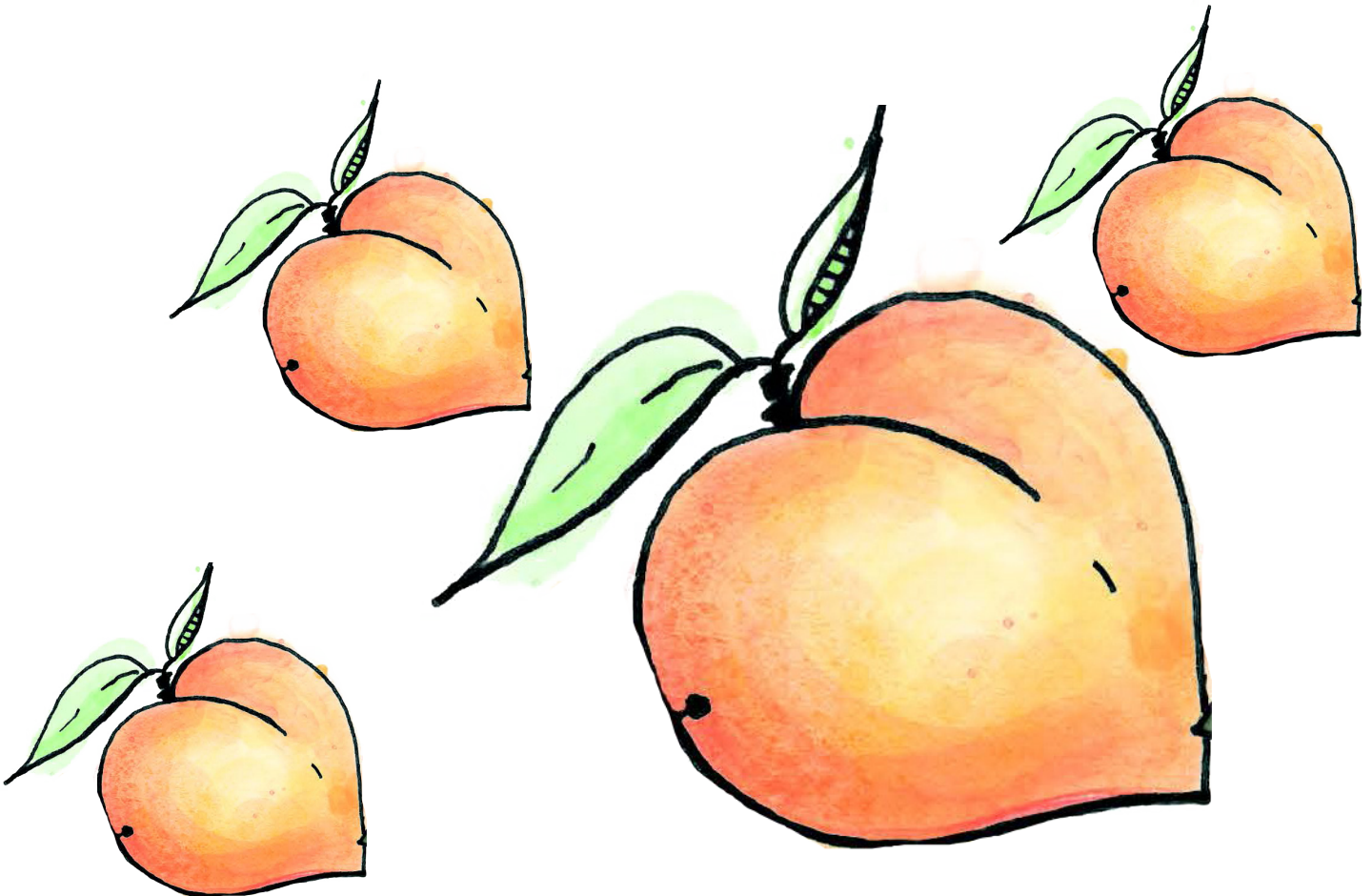
Coyote: It's great that the Board is doing this.

Paxton: He really appreciates the Board Work Sessions.

**Next Board Meeting will be May 5, 7 pm via Zoom**

**President's Peace**

AJ: Talk to your friends and get everyone involved in this discussion. Thanks for coming tonight.



**Board of Directors Meeting****May 5, 2025, 7 pm***(Subject to approval by the Board at the June 2, 2025, Board meeting)*

Zoom remote online and live streamed on YouTube

**YouTube recording link:** <https://youtu.be/QjHg0AHJwls>

**Board Directors present:** John Alexander, Anthony “AJ” Jackson (President), Sandra Bauer, George Braddock, Paxton Hoag, Kevin Levy, Jon Steinhart, John Govsky and John Davis. Absent Board Members: Arna Shaw and Teresa Vaughn. Other Board officers present: Hilary Anthony (Treasurer), Jeffrey Rames (Membership Secretary) and Anna DiBenedetto (Recording Secretary). Staff present: Kirsten Bolton (Executive Director), Vanessa Roy (Marketing Manager), Norma Sax (Office Manager), Alex Zabala (Office Assistant), and Steven Berkson (Facilitator).

**Announcements**

Jon Steinhart: The Sunshine Crew is looking for front-end interface designers to help. Contact Jon if interested.

Sue: Craft Committee is looking for new members. If you are interested in joining, please attend meetings, which are usually the second Wednesday of the month at 5:30 pm. Link is on [www.oregoncountryfair.net](http://www.oregoncountryfair.net) site. Click on Craft Committee meeting for the Zoom link. Second, after a one-year hiatus, the Caring Fund (emergency grants to Oregon crafters who are in crisis) is bringing back Art Bingo. It will be held Sunday, June 1, from 2 to 6 pm, at Garden on Friendly, 2760 Friendly Street in Eugene. There will be a silent auction and lots of crafts for prizes provided from crafters, food booths from OCF and Saturday Market. Everybody will win a prize.

AJ: The Board Giving program is off and running. The Board decided to sponsor an event at Farmer’s Market pavilion on June 19 for their Juneteenth programming. Thank you to the Oasis for bringing it to Board’s attention and thank you to the Board for supporting this really good community program.

Paxton: He passed along a message from Yamon P. There will be a Benefit for King Louie, a longtime Fair family and Recycling Crew member. He has some bad blood going on, possibly from Burning Man. There will be a benefit on Thursday, May 8 at 9 pm at John Henry’s in Eugene. There will be live bands, burlesque dancers and a live auction to support his medical expenses.

Sandra: Fixed Assets needs one or two more people with specific skills like project management, real estate, contractor, builder, maintenance, that kind of thing. They help to provide oversight and develop policy around the Fair’s fixed assets. It’s interesting. If interested, email [fixedassets@oregoncountryfair.net](mailto:fixedassets@oregoncountryfair.net).

**Minutes Review***(YouTube video: 0:05:02)*

**The Board approved the minutes of the April 7, 2025, Board meeting by unanimous consent.  
The Board moved to approve the minutes of the April 21, 2025, Work Session.**



**John Alexander moved and John Govsky seconded that the following be added to the comments that Heather made, following Hall's input: "Heather commented that she was excited to hear that there was a revision and that she was wondering if there was any way we could see that, and that there might be time to read that because it is pretty short."**

Member Input:

Heather: She would love to have that included. Thanks, John.

**The Motion passed by unanimous consent.**

**The April 21 Work Session Minutes were approved as amended.**

### **Agenda Review**

*(YouTube video: 0:08:39)*

**The Board approved the May 5, 2025, agenda by unanimous consent.**

### **Member Input**

Lawrence Taylor: He wanted to comment on a New Business item, not on the substance but on the way it is set on the agenda, about the Board amending Article V.2.a of the Bylaws. It is a fairly innocuous description of what is an enormous substantive change, apparently establishing a minimum voting age of 18. The item conceals more than it reveals. The agenda ought to read "The Board proposes to establish a minimum membership age of 18." Let the people whose rights are going to be taken away as a consequence of this proposal know what's coming. Let the membership know what's coming. There was a lot of angst around the idea of membership voting on the definition of a voting right. Trusts that everyone agrees that the right to vote is a voting right. You should tell people straight up if you're going to change that.

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

*(YouTube video: 0:11:01)*

#### **Administration:**

The Sunshine Database opened February 23. The payment portal is now open for Crews and Booths. You can log in through the .net site: [sunshine.oregoncountryfair.net/login.html](https://sunshine.oregoncountryfair.net/login.html) . There are training videos on the .net site: [oregoncountryfair.net/sunshine-database-training-videos/](https://oregoncountryfair.net/sunshine-database-training-videos/) . Please email [sunshinehelpdesk@oregoncountryfair.org](mailto:sunshinehelpdesk@oregoncountryfair.org) if you discover a bug or something isn't working correctly. Contact Booth Registration or your coordinator if you forgot your username. Coordinators and Booth Reps need to turn on the payment option, located under settings at the top of the screen, when they are ready for their crew or booth mates to pay for inventory assigned to them. It closes July 4 at midnight.

Regarding the economy and uncertain political environment, please hold off on any unnecessary expenses as the costs of goods increase. Please be diligent as we wait to see how income comes in. We could find ourselves in a very tight place.

Spring Fling: May 10 at the WOW Hall at 6 pm. Tom Noddy is the MC and will be doing a bubble show. The band is Call Down Thunder at 8:30 pm. This is a fundraiser for Culture Jam. Gift baskets are being raffled off. You can purchase raffle tickets on-line at:

[www.oregoncountryfair.org/spring-fling-raffle/](http://www.oregoncountryfair.org/spring-fling-raffle/) or in-person at the event. They are \$10 each. We have over \$6,000 worth of donated items in the gift baskets. I want to give a big thank you to the artists and organizations that donated to this, especially all the Saturday Market and Oregon Country Fair artists. Culture Jam happens because of the generous support of our community.

Culture Jam 2025 will be Thursday, July 31 to Thursday, August 7. The application opened April 1 and closes on June 1. The Teddy Bear Picnic will be Saturday, August 16. Camping is allowed on Saturday night only, except for crews that are supporting the event; they can camp Friday night. The Volunteer Team opened the volunteer application on March 1. If you know someone who wants to volunteer, send them to the .org site to sign up. If you need volunteers on your crew, contact [volunteering@oregoncountryfair.org](mailto:volunteering@oregoncountryfair.org).

#### **Event Management & Marketing:**

Oregon Public Broadcasting's Art Beat show about OCF will air on June 27. There is a screening on June 25 at McDonald Theater. OCF will be represented with a merchandise table and ticket sales. Oregon Public Broadcasting's Oregon Field Guide about OCF will air on June 19.

Teen Crew is still accepting applications. The deadline has been extended so get your Teen Crew requests in soon.

Guidelines are on the .net site and in the Eugene office now. There are two Guideline books. General Guidelines are for everyone. The Booth Guidelines are for booths only.

Ticket Sales: We are doing very well. We are selling about 2,000 per day. Tickets change to full price of \$60 on June 16. Tickets may be purchased at the Eugene office. Tickets will be sold on Mondays and Tuesdays only of each week, from noon to 4 pm. The last day to purchase tickets through the Eugene office will be Tuesday, June 25.

We have met regularly with United Site Service over the last three months regarding porta potties. They have begun pre-Fair servicing of our units. They assure us all equipment will be on-site by June 15 and will begin placing them on that date. They will be charged and zip-tied and opened incrementally as the population increases. Every bank of toilets will have one unit left open upon placement of the bank. Please use the open unit and don't cut the zip ties off. If we need to open more, please contact QuarterMaster and they will relay that information to management and they will make the decision when to open additional units based on demand and population. We have a toilet team that will place all of our units on June 1, so we will have plenty open before the bulk show up on June 15.

We purchased two ADA toilets and several additional standard units for a total of 55 units plus three ADA and multiple handwash wash stations. We are building new handwash stations, both stand-alone and plumbed into our water system. Sanitation is our highest priority. Last year the vendor failed to get the equipment to us in a timely manner and we are working with them to make sure our expectations and delivery dates are manageable by both parties.

#### **Site Management:**

On May 31 at 10 am we are holding a Sapling Stewardship Program party. Meet at the island at Main Camp. We will be going through the property and flagging saplings that we want protected. We will focus on baby oak and maple. We can't flag every sapling. If you see a tagged sapling in

your campground, please don't put a tent on it. Please see QM for flagging if you have saplings in your campground you want to protect. These saplings are our future shade canopy and have the highest rate of growing into adult trees. Please help the Fair protect these saplings by protecting them in your campgrounds.

**Emerald Ash Borer —** Reminder of the Guidelines on Invasive Species and Wood. Invasive species threaten our natural ecosystem and must never be brought on site. Clean camping gear, vehicles, and footwear before coming to the site to prevent spreading seeds of invasive plants. Non-native plants should not be introduced without permission of the Site Manager. To help prevent the invasion of the tree-killing beetle known as the emerald ash borer, and other harmful insects, fungi, and blights (e.g. sudden oak death), ash wood is prohibited, unless previously coordinated with and approved by the OCF Site Manager. Crafters or booth representatives who utilize wood or plants in their products should contact the Site Manager for discussion of environmental safety protocols and best practices. Firewood, plants, soils, woodchips, wooden booth construction materials and decoration materials (excluding de-barked, kiln-dried professionally milled lumber) can be vectors for disease and invasive species. To obtain firewood for burning on-site, please contact QuarterMaster or site employees. Additionally, in efforts to prevent the spread of pests and diseases, no firewood is to be taken from the site. Individuals observed bringing firewood from offsite or removing firewood from the site are subject to confiscation of firewood. With regard to invasive species and harmful fungi and blights, please inspect materials, products, clothing, shoes and vehicles for potential invasive insects and seeds and remove any potential vectors from relevant items before coming to the Fair. Wooden pallets may also carry invasive species or be heavily treated with chemicals. Thereby, wood pallets are not to be brought to site for use in campgrounds, other personal uses, or for firewood. Operations will coordinate the removal of wooden pallets brought to site via product delivery as they arrive.

The foundation for the winery house has begun.

Lots of preparation is underway for the opening of Main Camp. OCF 2025 — HERE WE COME!!!!!!

**Contracts:**

The LTD contract is signed. The Ritz Sauna contract is signed. The Dodeca Art Barn and Water Delivery contract is signed. The Lane County Sheriff's Office contract is signed.

**Permits:**

All Lane County Campground Permits have been approved. The ODOT Permit is started. The Lane County Right of Way permit is started; we are exercising the first year of the five-year renewal option for 2024 approved permit. The Dance Pavilion Building Permit is approved. The Chela Mela Monkey Palace Building Permit is pending.

**Treasurers' Report**

*(YouTube video: 0:22:33)*

Hilary: This is the time when all the work we did to create the budget gets implemented. Lots of money that was budgeted is coming in and going out. Thank you for the responsibility that folks are taking on. Please communicate if you see any issue with your budget. We are lucky to



have staff that is very hands-on to help volunteers get through glitches. She looks forward to a great Fair and everything going smoothly.

### 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.*

**Committee Best Practices** met February 18, 2025 and the minutes are here: [https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2025/04/02182025\\_CPBC\\_minutes.pdf](https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2025/04/02182025_CPBC_minutes.pdf)

**Craft Committee** met February 12, 2025 and the minutes are here: [https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2025/04/2\\_12\\_25\\_craft\\_committee\\_minutes.pdf](https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2025/04/2_12_25_craft_committee_minutes.pdf)

**Elders Committee** met March 27, 2025 and the minutes are here: <https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2025/04/EldersCommMtg032725.pdf>

**Energy Park Committee** met February 9, 2025 and the minutes are here: <https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2025/04/Energy-Park-Minutes-February-2025.pdf>

**Equity, Diversity, Inclusion and Belonging Work Group** met on March 10, 2025 and the minutes are here: [https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2025/04/EDIB-3.10.25\\_Approved.pdf](https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2025/04/EDIB-3.10.25_Approved.pdf)

**The Committee minutes were approved by unanimous consent.**

### Old Business

*(YouTube video: 0:24:14)*

Amend the Committee Best Practices Manual regarding quorum (Arna Shaw, Sandra Bauer and AJ Jackson)

**Sandra moved and John Steinhart seconded to amend the Committee Best Practices Manual by adding: Board liaisons do not count toward committee quorums. Quorums must be achieved by committee members only.**

Sandra: The reason for this is that you have to have enough committee members to represent the entire board. If the number is too small, then the decisions you make there may not be broad enough to be representative of that committee. The idea about quorum and liaisons is that some liaisons are committee members, approved by the Board. Some liaisons are not committee members. If a liaison is approved as a committee member, they will count toward the quorum. But if they have not been approved as a committee member, they will not count toward quorum. The definition of quorum is usually 50 percent plus one, or a majority. Urged the Board to approve this.

### Member Input:

Heather: Have we somehow now clarified that liaisons can vote if they want and not vote if they don't want to and that liaisons are only committee members if they have been approved as committee members?

Sandra: The practice is to bring protentional committee members to the Board for approval. Once they are approved, then they are committee members. Liaisons may vote whether they are committee members or not. The liaison system started in 2023; at which time it was decided that they could vote or choose not to vote. Voting is not part of the issue at hand here.

Hall: This is puzzling. She would like an explanation of the motions beforehand so people can give membership input. It doesn't make a lot of sense and she doesn't understand the distinction that Sandra is making. Those who are entitled to vote should count toward the quorum. It's puzzling that liaisons do or don't vote, but that's a different issue. She is on a Work Group and it's hard for her to imagine a situation where they might be one shy of a quorum and folks show up and the liaison is there, who can vote, but somehow, they might have to cancel and not do the business. That doesn't help. Mainly though, please give more information ahead of time.

Steven: Speaking as a member, not facilitator. He sent a detailed email about this to the Board. A fundamental aspect of being a member of the committee is being able to vote. He recommends adopting a more normal practice. It doesn't have to be the same for every committee, but there should either be a Board seat on the committee that can vote and serve as liaison, but if you call them a liaison, then they should not vote. Over the years there has been a lot of confusion. Please send this motion back and adopt a practice where every committee either has a liaison that is a bridge between Board and a committee that does not vote, or Board seats on the committee, filled by Board member(s).

AJ: We're not talking about voting. We're strictly talking about whether the liaison is part of the quorum.

Steven: His point is that quorum is inextricably tied to who gets to vote. That is the normal definition of it.

Jonathan Pincus: He agreed with what Steven just said and thinks that people should either be members of the committee and vote or be liaisons and not vote. Quorum should apply to those who are able to vote.

### Board Discussion

Paxton: This is clarifying what they've been doing for the last few years and it's working fine. He serves on two committees. On LUMP, he is the Board liaison and he votes regularly. On Path Planning Committee he is both a committee member (founding member) and he is the liaison. He really disagrees with the standard process that Steven proposed. We don't have to follow norms, and he prefers to work with consensus. He supports the motion.

John Alexander: He is in favor of postponing this motion and sending it back. He wants to have the Board have a discussion before they vote. There are a lot of confusing things. The only discussion that he's ever heard about this is that people have heard that this is a policy in committee meetings, which has caused confusion during the meetings. He believes Committee Best Practices should discuss further and the Board can also discuss more. Let's frame it properly before we bring it again as New Business.

AJ: There is a problem that this motion addresses when you have a committee of five or seven committee members and two of those committee members show up and the liaisons show up. Technically, the information we get from that committee is from two Board members and two of the seven committee members, which isn't good information in his opinion. What this is trying to address is to make sure that the committee itself, the ones who are working on it monthly, because liaisons are Board members, that the committee itself is coming to the Board with a product, which requires a quorum. That is the basic issue. There must be a certain amount of committee members present or it's just the liaisons and a few, and that has not been working.

Jon Steinhart: He supports this motion. He thinks it stands by itself, but also agrees with Steven that liaisons should liaise and committee members do committee work. We don't have to do everything in one motion and this motion is fine. Hopefully, Committee Best Practices can address other issues another time.

**The motion passed: 8-1; John Alexander opposed.**

Amend Sections 4 and 9 of the OCF Data Privacy Policy (Jon Steinhart, Kevin Levy, John Govsky, Sandra Bauer and AJ Jackson)

**Jon Steinhart moved and Sandra seconded to amend Sections 4 and 9 of the OCF Data Privacy Policy to read Policy:**

Jon Steinhart: When they wrote data privacy policy, they said we would never share information they collected outside the Fair, which made sense at the time. Hybrid voting will need an outside service to do the voting so that it will be independent, protecting Fair family from others at the Fair knowing how they have voted. This will require us to share data with an outside organization. EDIB work group is planning to conduct a census of the Fair and they will likewise want to eliminate privacy concerns by using an independent third party so nobody at the Fair has responded to anything. So, they need to be able to share this limited information with outside parties to meet the business needs.

**Section 4 currently reads:**

4. WHEN AND WITH WHOM DO WE SHARE YOUR PERSONAL INFORMATION?

In Short. We do not share your personal information, unless required by law

**Recommend to read:**

4. WHEN AND WITH WHOM DO WE SHARE YOUR PERSONAL INFORMATION?

We do not share your personal information except as required to conduct the business of the organization, or as required by law.

**Section 9 currently reads:**

9. DO CALIFORNIA RESIDENTS HAVE SPECIFIC PRIVACY RIGHTS?

In Short. Yes, if you are a resident of California, you are granted specific rights regarding access to your personal information.

California Civil Code Section 1798.83, also known as the "Shine the Light" law, permits our users who are California residents to request and obtain from us, once a year and free of charge,



information about categories of personal information (if any) we disclosed to third parties for direct marketing purposes and the names and addresses of all third parties with which we shared personal information in the immediately preceding calendar year.

We do not share your personal information with third parties. You are still entitled to request the categories of personal information we collect about you. If you are a California resident and would like to make such a request, please submit your request in writing to us using the contact information provided below.

If you are under 18 years of age, reside in California, and have a registered account with our Services, you have the right to request removal of unwanted data that you post on the Services. To request removal of such data, please contact us using the contact information provided below and include the email address associated with your account and a statement that you reside in California. We will make sure the data is removed on the Service, but please be aware that the data may not completely or comprehensively be removed from all our systems (e.g., backups, etc).

#### CCPA PRIVACY NOTICE

The California Code of Regulations defines a “resident” as:

1. Every individual who is in the State of California for other than a temporary or transitory purpose and
2. Every individual who is domiciled in the State of California who is outside the State of California for a temporary or transitory purpose.

All other individuals are defined as “non-residents.”

If this definition of “resident” applies to you, we must adhere to certain rights and obligations regarding your personal information.

What categories of personal information do we collect?

We will collect the following categories of personal information:

Category	Examples	Collected
A. Identifiers	Contact details, such as real name, postal address, telephone or mobile contact number, email address, and account name	YES
B. Protected classification characteristics under California or federal law	Date of birth	YES
C. Commercial information	Transaction information and history	YES
D. Sensitive Personal Information	Driver’s License number – only for volunteers who drive OCF vehicles for their volunteer work	YES

- Category A – As long as the user has an account with us
- Category B – As long as the user has an account with us

How do we use and share your personal information?

We do not disclose your personal information with any outside service providers.

We may use your personal information only for our own business purposes, such as for undertaking the Oregon Country Fair event.

We will not disclose, sell, or share any personal information with third parties

### **Section 9 recommend to read:**

#### **9. DO CALIFORNIA RESIDENTS HAVE SPECIFIC PRIVACY RIGHTS?**

In Short. Yes, if you are a resident of California, you are granted specific rights regarding access to your personal information.

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If you are under 18 years of age, reside in California, and have a registered account with our Services, you have the right to request removal of unwanted data that you post on the Services. To request removal of such data, please contact us using the contact information provided below and include the email address associated with your account and a statement that you reside in California. We will make sure the data is removed on the Service, but please be aware that the data may not completely or comprehensively be removed from all our systems (e.g., backups, etc).

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D. Sensitive Personal Information	Driver's License number – only for volunteers who drive OCF vehicles for their volunteer work	YES

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We will not disclose, sell, or share any personal information with to third parties

Member Input:

Grumpy: Are there any other examples about what “required to conduct business of the organization” means? Depending on the answer, this seems much too broad. We should include something about the company we hire needing to have a policy to ensure they don’t share OCF’s data anywhere else besides the Fair.

Jon Steinhart: He wrote it the way he did because he didn’t want to have to amend the policy anytime a new situation arises. He understands the concern, but the Board and Kirsten would need to approve who we give our data to so they shouldn’t have to amend the policy for every situation.

Jon Pincus: This is a dicey proposition. He understands the need to provide information to service providers, but he agrees with Grumpy that this motion needs additional wording that requires a restriction on the people that we provide the information to. He believes that membership needs more notification when Bylaws are amended. Publishing letters and numbers

is not notification in his view. Membership deserves notification when anything about the Bylaws is going to be changed.

Steven: He does not see anything in the motion about Bylaws.

Hilary: She supports giving our information that will help us vote but she opposes making this open-ended for anything else. The example of census data terrifies her. That would have heritage, nationality, income, families, sexual orientation. She is not at all comfortable asking people to provide that and then sharing it with anyone. It's too politically charged right now. Even if we weren't in a political situation where people are very vulnerable because of some of these statuses, she is not comfortable asking people for that information and then give it to a third party that is unidentified and unvetted at this point.

Travis Morris: He hasn't heard much about private vs. personal information. There are drastic differences when we speak of the interpretation of data security and overall sellability of this to companies. You have a bank that handles card transactions, which is a form of private business information that is obviously shared. There is personal information such as people's gender identity that is actually not needed for many things. He hadn't heard much about a separation of those two things and instead has heard about an overall blanket change for a one-time need.

Steven: Speaking as a member, you don't have to not pass this motion but it would make sense to make policy that says anyone we share information with will sign some kind of non-disclosure and maybe destroy the data when they are done with it.

*(YouTube video 0:47:29)*

#### Board discussion

Jon Steinhart: This motion does not have anything to do with Bylaws. That is a separate motion and the language of that motion is on the agenda. This motion has been out for quite a while. Feedback could have been useful before the meeting. Regarding Travis' comments, we don't see the banking information that is sent directly to the bank. We don't share the information with anybody because we don't ever see it. We don't collect personal data such as gender and identity. The information that is going to be shared is primarily a list of names and email addresses. He understands the concerns and he isn't opposed to postpone until the meeting in June. Maybe we could craft the new language outside of the meeting.

John Alexander: He thinks this is another example of a significant policy that the Board hasn't had enough dialog about. Regarding open-ended aspect, we don't want to put breaks on to slow down online voting. We need to prioritize the need to share for online voting. Regarding other concerns, examples are good, but anything beyond what is written in this motion should require Board approval of what information is being shared and for what reason.

Jeff Rames: Regarding the timing, if it may be delayed, we are looking at uploading data in August or September if we are to do online voting this season.

John Govsky: He is OK postponing as long as we can have election on schedule. For a voting system, you might only need to share an email address. You could identify people with a code or maybe a name and email address, that's it. When Hilary mentioned the collection of data for surveys, it did give him pause. There are sensitive things besides the election that we need to think about. Supports postponing if we can still keep the election on track.



Kevin: Supports postponing this as well. Email us so we have time to dial it in. He appreciates members sharing their comments. We need to be very careful nowadays.

AJ: The Board has had time to pay attention to this, it was not just thrown. As Board members, they have an obligation to take the month to look at New Business, rather than saying that we haven't had time to look at it. We can ask questions of the maker during that month. He wants to ask Kirsten about the concerns about what happens to data after we give it to the third party. Would the contract with that third party specify what they do with the data?

Kirsten: Yes, a contract would specify what the business is allowed to do with the data that we give them. And the revision clearly states that we will not sell your data. This is clearly for the purpose of conducting OCF business. It would only be for online voting and potentially an EDIB survey. Maybe we should remove that for now? How do you do a survey if you don't collect the data? Whoever collects the data is going to have access to sensitive data. Using a third party usually removes it from the eyes of the people within the organization because they may know individuals. Sometimes it's better to give it to a third party that does not have a horse in the race.

John Alexander: He hopes to separate out the voting piece. To be clear about what he means about the Board having discussions with membership about policies that they are going to pass, dialogue, according to the Oregon Non-Profit Corporation Handbook, is something that is an exchange of ideas that is real-time and in person, which is different than emails. Best practice requires dialogue.

Jon Steinhart: This motion has been out for a while. Most people on the Board have discussed it with him. There is nothing nefarious going on.

**Jon Steinhart moved and AJ seconded to postpone this item until the June Board meeting.**

Member Comments:

Jonathan Pincus: Please postpone.

Grumpy: Please postpone.

Board Discussion:

AJ: If Board members want to dive deep, please make the phone call. Let's do our work so we can get this done.

Jon Steinhart: Grumpy, you're an attorney, please send me some language.

**The motion to postpone passed by unanimous consent.**

### **New Business**

*(YouTube video: 0:59:16)*

The OCF Board approves the OCF Board Code of Conduct (AJ Jackson, Sandra Bauer, Teresa Vaughn, John Davis and Kevin Levy)

### **Oregon Country Fair Board of Directors Code of Conduct**

#### **1. Introduction**

As Directors of the Oregon Country Fair, we recognize the trust placed in us by our members and stakeholders. We will uphold the highest standards of ethical leadership and accountability

while conducting the business of the organization. This Code of Conduct outlines the values, behaviors, and responsibilities we commit to as stewards of the nonprofit's mission.

## **2. Principles and Values**

Board members shall adhere to the following principles and values:

**Ethics and Integrity** — We act ethically and with integrity in all interactions.

**Compassion and Respect** — We treat each other and our stakeholders with compassion, respect, and kindness.

**Justice, Equity, Diversity, and Inclusion** — We actively promote these principles through our words and actions.

**Openness and Transparency** — We strive to make decisions and take actions transparently, restricting information only when necessary.

**Leadership** — We lead by example, upholding these values in our governance.

## **3. Duty of Care, Loyalty and Obedience**

Board members are entrusted with ensuring the financial and operational health of the organization and must uphold the following legal duties:

**Duty of Care** — Exercise reasonable care in decision-making as a responsible steward of the organization.

**Duty of Loyalty** — Place the interests of the organization above personal gain and avoid conflicts of interest.

**Duty of Obedience** — Stay faithful to the nonprofit's mission and ensure compliance with laws and bylaws.

## **4. Ethical Conduct and Conflict of Interest**

Board members must disclose any personal, professional, or financial interests that may conflict with those of the nonprofit.

We will act professionally, fairly, and without bias, ensuring that our actions align with the mission and values of the nonprofit.

## **5. Financial Oversight and Stewardship**

We ensure financial resources are used efficiently and effectively.

We provide oversight for budgets and financial statements.

## **6. Meetings and Participation**

Board members shall actively participate in meetings and discussions.

We will come prepared, having reviewed relevant materials beforehand.

Respectful listening and constructive communication are expected.

Avoid misrepresentation, personal attacks and divisive behavior

## **7. Public Representation**

Board members shall represent the organization professionally and accurately.

Directors shall not speak on behalf of the organization unless authorized.  
 Public statements should align with the nonprofit's mission and values.  
 Board members shall maintain the confidentiality of privileged or sensitive information.

#### **8. Applicable Bylaws section for directors not in compliance**

The Board may suspend a Director with or without cause (requiring the affirmative vote of two-thirds of the Directors) for a maximum of 60 days or until voted on, as provided in this article. The Director in question shall be excluded from such a vote. Article VII Section 3 Removal of Directors.

#### **9. Acknowledgment**

By signing below, I acknowledge that I have read, understand, and agree to abide by this Code of Conduct.

**Name:** \_\_\_\_\_ **Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**The Board amends Article V.2.a of the Bylaws** (AJ Jackson, Sandra Bauer, Kevin Levy, Jon Steinhart and John Davis) from:

Any individual is eligible for membership if the individual is registered with the OCF and has received either a wristband, other Fair camping pass, or verifiable worker day pass in one of the three previous Fairs, or is a verified elder in accordance with OCF Elders policy.

to (change highlighted and in all caps):

Any individual is eligible for membership if the individual is **AT LEAST 18 YEARS OF AGE**, registered with the OCF and has received either a wristband, other Fair camping pass, or verifiable worker day pass in one of the three previous Fairs, or is a verified elder in accordance with OCF Elders policy.

#### **Meeting Evaluation**

*(YouTube video: 01:0029)*

Last round for the good of the peach

John Alexander: Thank you, Steven, for a great meeting, as always. Dialogue among Board members is not sidebars or emails. It's important that Board members aren't told that they haven't done their homework or done their job.

Jon Pincus: Please consider his comment from earlier about posting agenda items and particularly about Bylaw amendments.

Grumpy: Good meeting but while Board members can communicate with each other privately, member input seems to have changed how the Board proceeded tonight, and they don't have the same opportunities other than what happened here. He gave his member input here rather than calling all the Board members.

Paxton: He really appreciated Hilary's comment. Good meeting. We had 21 people on YouTube and 27 people on Zoom, which is a fall-off from normal attendance. It was another short meeting, well prepared.



Jon Steinhart: It was a good meeting. He is happy that they are done early again. All of these things are posted; they are not a surprise. During member input earlier, they got a comment about New Business. The Board received an identical email today from someone else. You don't have to call every Board member. There is an email on the .net site to email the entire Board.

Steven: He does his best to keep interpersonal conflict to a minimum and have people not point at individuals. There's no way to do all of it. It has to be everybody's goal not to escalate. If de-escalation is the goal, positive statements about "I believe this" could be beneficial for everyone in the meeting. He sees people making effort but asks people to look back and ask how they could have done better.

John Govsky: Thanks Steven and everyone who comes and offers their comments They make him consider something new. Also appreciates the members who attend, even if they don't say anything.

**Next Board Meeting will be June 2 at 7 pm via Zoom**  
**June-ly Board Meeting will be Sunday, June 29, 2025, 4 pm via Zoom**

**President's Peace**  
(YouTube video: 1:06:03)

AJ: Kindness is free.

