



Remembering Sue Kesey



Photo © 2025 Kesey Family

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FAIR FAMILY CALENDAR

SEPTEMBER

- 20 Elders Fall Retreat & Spirit Walk, Walk begins at 5 pm, meet at Alice's Wonderland
- 20 Emerald Ash Borer site walk, noon, meet at Main Camp
- 22 Board of Directors Work Session, EAB work group update, Zoom
- 28 Candidates Forum, 4 pm, Zoom, live-streamed on YouTube

OCTOBER

- 6 Board of Directors Meeting, 7 pm, Zoom, live-streamed on YouTube
- 8 Fair Family News deadline for October issue
- 11 OCF Annual Membership Meeting, Unitarian Universalist Church, live-streamed on YouTube
- 18 Ballot Return Deadline, all ballots must be returned to Fair office by 8 pm
- 19 Ballot Counting-Election Certification

NOVEMBER

- 3 Board of Directors Meeting, 7 pm, Zoom, live-streamed on YouTube
- 5 Fair Family News deadline for November issue

DECEMBER

- 1 Board of Directors Meeting, 7 pm, Zoom, live-streamed on YouTube
- 3 Fair Family News deadline for December issue

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

INFO@OREGONCOUNTRYFAIR.ORG

OREGONCOUNTRYFAIR.ORG (EVENT INFO)

OREGONCOUNTRYFAIR.NET (BUSINESS SITE)



*Happy
Birthday
Libras!!*



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

Get on the FFN and/or Voting Membership List

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

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

Or Email to: info@oregoncountryfair.org



FFN FALL STAFF

Brad "Chai Latte" Lerch
Daniel "Pine" Cohn
norma "football" sax
Kim "Pumpkin Spice" Griggs
Mary "Longer Shadows" Doyon
Suzi "Book Faires" Prozanski
Vanessa "Soup Season" Roy
Alex "Acorns" Zabala
Trisha "Corduroy" Burbaum
Michael "Pear Picking" Ottenhausen



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).

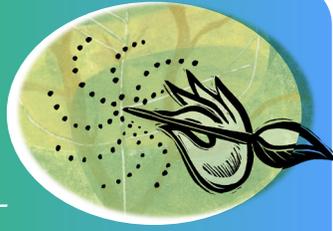


Photo © 2025 Imagerium

It Takes a Village

Dear Fair Family

We at Spoken Word have always put a focus on teens to ensure they have a safe, fulfilling and meaningful experience, and to prepare them to earn their pass to participate and perhaps discover a skill they can use in the outer world. Teens are supported in long term relationships with adults who know them and their natural abilities, limitations, dreams and social stress. We have teens training to be sound technicians, stage managers and other jobs that require years of experience.

We want Spoken Word teens to be a part of Teen Crew, to receive food vouchers like every other working crew and to receive a Teen Crew T-shirt if possible. And we want to be able to assign some teens jobs within our crew if it be their preference.

On a different topic concerning teens, we know that the Sunshine Database will improve, but it was impossibly difficult for teens this year. It was all spinning wheels, disappearing info, too many steps and no confirmation.

We would like to suggest a simplified system for teens, using a combination of Sunshine Database and Google Forms. The coordinator would enter the Fair Parent, and the Fair Parent would enter the teen. Then Sunshine would email the teen a Teen Crew Google Form and Legal Guardian permission slip. The teen should receive email confirmation once these documents are returned. These documents can then be uploaded into the Sunshine Database. This would solve the problem of teens creating and remembering a Sunshine DB login and most of the database work is done by the Coordinators and Fair Parent.

Please give us an option to assign the teen a job within our crew.

“It takes a village to raise a kid” and the Fair is a great place for all of us to all raise each other up!

To the future!

Laura Stuart

Co-Co Spoken Word





Photo © 2025 Imagerium

Send Us Your Fair Stories!

Fair Family News seeks Your Fair Stories to publish in our new feature, "True Fairy Tales." Help us document the Fair's history since the 1990s.

If your booth or crew has celebrated an anniversary milestone, please write us about your shared Fair history. Tell us about special traditions, magical moments and notable events. Or consider writing brief bios of key people in your crew or booth — whether they are founders or new folks coming in.

We welcome photos along with the articles, or stand-alone photos with a caption to tell the story.

If you need help getting started, we can offer prompts and ideas.



TRUE FAIRY TALES

Email your questions, your stories and photos to ffn@oregoncountryfair.org. We will publish stories and photos as time and space allow in our new column "True Fairy Tales."

If the Fair Family News gets enough stories over the next few years, we're considering publishing a third book about Fair history — documented and written by you — to complete a trilogy on Fair history that

was started by Suzi Prozanski with her books, "Fruit of the Sixties" and "Brigadoon of the Sixties."

On the next page, you'll find the first installment of True Fairy Tales.



TRUE FAIRY TALES

Crafter's Dream Comes True at the Oregon Country Fair

by Laurie Turner, Representative, Ruby Moon Booth 256

In 1992 I was living in Hillsboro and reading the newspaper one day, I came across a small article about the Oregon Country Fair. I'd never heard of it, but I was intrigued. It sounded really fun.

I showed my husband the article. He had gone to the University of Oregon, so he knew about the Fair.

I said, "Let's go!"

It was Sunday. We drove to Veneta and got there about 2 pm.

As soon as I stepped one foot into the Fair, I knew this was something I wanted to be a part of.

It was beautiful, exciting and magical! I felt such wonderful energy around me! I was so happy!

The costumes, the music, the food — amazing! I have always loved art and crafting, so the booths were my favorite part.

When we got home, I couldn't stop thinking about the Fair and how I could be a part of it.

I decided to take a beading class, where I learned how to do the peyote stitch with very small beads. I spent the whole year mastering the stitch and making what I call beaded treasure pouches — necklaces that you can put tiny treasures in. I loved making them so much. I used the small beads to make the pouch part and all kinds of beads for the fringe and neck strap.

So now it was time to think about the 1993 Fair. I read about the jury process. Wow — that was kind of overwhelming! I spent a lot of time taking slides, getting them developed and choosing which to send in.

I sent in my slides and application, then waited.

I got a letter from the Fair stating that I WAS ACCEPTED! My first try. I was so proud.

So now, what about a booth? I was on the Wait/Share List and someone called me to possibly share with her. She had been awarded a One-Year-Only booth. She asked to meet me so she could see my craft and see if it would fit in with her craft. When she chose me to share her booth, I can't even explain how excited I was!

My first Fair to be a part of was so incredibly amazing! She gave me a 4-foot x 4-foot space. It was tiny but perfect! I even made some money!

When it came time to think about the next year, she chose me again to share with her. YAY!

I floated from booth to booth for 10 long years, sometimes receiving my own One-Year-Only booth and other times being chosen from the Wait/Share List, until I got a call from Donna, the Representative for Booth 256.

She asked me to share her booth in 2003, 2004, 2005 and 2006!

In 2007 Donna decided to retire from the Oregon Country Fair and I became the Rep for Booth 256. I am forever grateful to Donna because

she made my dream come true!

I successfully juried in my sparkling jewelry, which is now my main craft. I love seeing people put it on, look in the mirror and get huge smiles.

I work hard all year long on my craft, coming up with new styles and color combinations to keep my customers happy.

I have been selling my wares at Fair for 32 years and am now a verified Elder. This is a huge accomplishment because when I retire as a crafter, I can continue to be part of the Fair!

I LOVE OCF!!!!



Laurie and her husband, Geoff, at the Ruby Moon booth at the Fair.



Look for Your Ballots and Vote

As a final reminder, this fall's election will be a hybrid election. Most voting members will receive their OCF ballot in their email inbox. Please be looking in your email inboxes for your ballot. Some members will have their ballot mailed through the U.S. Postal Service.

All ballots are due by 8:00pm PST on October 18, 2025. The online election will close on that date and time. Paper ballots must be received at the Fair's Eugene office by this deadline also. Postmarks do not count, so mail your ballots back early and as soon as you can. Paper ballots can be mailed back using the return envelope that comes with the ballot, or by dropping them off at the Eugene Fair office mail slot, or by dropping them off at the October 11 Annual Membership Meeting.

The Election Committee will be present at the Eugene Fair office the same day as the October 11 Annual Membership Meeting. They will be there from 4:00pm to 5:30pm to provide help and answer questions. Everyone can also send election questions or request help by emailing elections@oregoncountryfair.org.

This fall's election is another great opportunity for OCF Members to make their voices heard. Please take advantage of this opportunity. Please Vote!

Timeline for 2025 OCF Board of Directors Election

- Candidate Forum: 4 pm, Sunday, September 28
- Annual Membership Meeting: 6:30, Saturday, October 11, online and at Unitarian Universalist Church in Eugene for in-person attendees
- Ballot Return Deadline: 8 pm, Saturday, October 18, ballots due at the Fair Office
- Ballot Counting-Election Certification: Sunday, October 19



2025 OCF Board Election Candidate List

John Alexander



Zahra Indigo Ronlov



Felicia Kirsch



Noah Persin



Trevor Ross



Kevin Levy



Lawrence Taylor



John Alexander OCF Candidate Statement

JohnA.OCF@Zeezle.net

541-890-7067

<https://sites.google.com/zeezle.net/john-alexander-ocf-board/home>

With gratitude to our Fair Family, I seek your support to serve a second term on the Board. You have taught me how the OCF can serve as a model that encourages the exchange and discussion of ideas within an alternative community focused on the Fair's inspiring purpose and mission. Through our choices in personal and community lifestyles that are based on living artfully and authentically on earth we can model everyone can collaborate to nourish the spirit, explore living artfully and authentically on earth, and transform our Word and culture in magical, joyous and healthy ways. This has changed my life and shaped my family and work, and for that I thank you.

Here I present a proposal to our Board with three specific ways we might lead the way to a better, compassionate world, while shielding ourselves from becoming a microcosm of what is going on in the outside world. We must do this by becoming a clearer reflection of the OCF's core values of kindness, compassion, and peacemaking. These proposed actions are consistent with recommendations the Fair received from our community and external consultants and during my 1st term, it has become apparent that we can no longer put them off.

- We need to better ensure that the motions we consider arise out of thorough discussion. Too often our motions are formed and then appear to be decided on as old business agendas items before we have discussed them as a Board. Through Board work session, member feedback, and committee collaboration the Board should first identify priority issues about needs or problems to solved. Then, we should work together to bring motions forward as new business, so that by the time we choose to vote on a motion, it is well vetted and has truly become old business.
- We must write job descriptions for our officers. Over the years that this Board has been transforming to a policy board, this task has not been completed and our officers have operated through precedent and assumed responsibilities. It is past time that we codify the President and Vice President job descriptions to bring better understanding, clarity, and expectations about how these officers operate "subject to the control of the Board," as our bylaws state.
- A top priority identified for the Board is to work towards turning back to collaboration, focused on compassionate relationships. While the Board has recently passed a code of conduct (CoC) for ourselves, we have yet to identify a way for us to all hold ourselves and each other accountable to this CoC. We must outline a board-centered approach that engages each board member, to ensure we stop standing by and allowing our codes of conduct to be violated on the Board.

In addition to these proposed actions, our Board must continue to work with our Emerald Ash Borer (EAB) Task Force to complete a habitat sustainability plan that will guide the Fair's response to the anticipated arrival of Emerald Ash Borer. I am committed to continuing my work to facilitate this process, focused on the fundamental values that are important in making decisions related to developing and implementing our woodland management response.

As a candidate I bring years of non-profit experience to this Board. I am committed to being a voice of transparency, emphasizing community engagement, and when necessary, respectfully raising the hard topics and questions that too often go unsaid.

Zahra Indigo Ronlov

indigo.ocf@gmail.com

I love the abundant synchronicities that happen when we are together on site! This year I stepped back from my Fair roles to arrive without expectation or assumption, allowing curiosity to inquire what Fair wants, if anything, from me next. As I arrived at Site and into our beautiful pandemonium, all along the way these synchronicities directed me to run for the Board. I have served on the Board, as Board Facilitator, and was the first OCF Vice President. I now humbly ask for your vote again.

If elected, I will show up to the many current issues and shine light into any cracks in the sturdy foundation we have collectively built these fifty-six years to ensure it is strong long into our grandchildren's grandchildren's future. To do so, it is essential to keep our Purpose as our North Star.

Our by-laws, ***“The purpose of the OCF shall be:***

“to educate and inform the public about choices in personal and community lifestyle through the promotion and preservation of the work of individual crafts persons, artists, artisans, musicians, and performers”

To educate and inform about the importance of making with one's own heart and hands is essential; making art, crafts, clothes, jewelry, and more; making live music; making food; making friends and community; and making an event. As an artist myself, I believe handwork is essential and healing for individuals, families, communities, and the earth. My master's dissertation was called *The Ecopsychology of Handwork*, where I explore the importance of the maker for the well-being of all. I'm deeply committed to the creativity that emerges when people have opportunity. This purpose of the OCF is vital for us now and future generations.

“displays in a traditional fair setting”

It's essential that we care for our 450+ acres not only for our displays in a fair setting but because the land is home to countless beings who live there year around with whom we share it as well as an important archeological site. Protecting and caring for it is paramount.

“psychospiritual rejuvenation”

In the eleven years I've been coordinator of Altared Space as well as creator and master of ceremonies for Main Stage Opening Ceremony from 2010-2025, I've come to deeply value this aspect of gathering together. What we choose to do and how we conduct ourselves at Fair

informs our lives all year long. Our OCF experiences create ripples that truly make this world better. There is something deeply profound and important about this for us now and for those who will inherit all we leave behind.

“the creation of a public forum encouraging the exchange and discussion of ideas about alternative community organization, use of economic resources and appropriate technology”

My first eleven years at OCF was in Energy Park. This helped me know the importance of places like Energy Park and Community Village to educate ways of living with Earth that are regenerative and healthy. During my fourteen years managing our thousands of staff tee-shirts for Inventory Crew as well as while on the Board, I did what I could to support and encourage local and organic purchasing and believe this is still absolutely vital.

My first Fair was 1991. I was seeking new ways in an off-track world. Invited to participate, I quickly fell in love with OCF’s land, how the Fair invites us to show up into our capabilities, and what we can create when we come together with intention and care. The OCF taught me so much about people working together to achieve a common goal.

Now with fifty-three turns around the sun behind me, I am who I am in all that I do in part because of our land, our community, and our event. Over 10,000+ volunteer hours in a wide variety of roles has given me an intimate experience of our fair and its inner workings. It has brought lifetime friendships, joy and much to celebrate. There have also been hard lessons, tough decisions, and encounters with the less-kind sides of human nature. Yet even in the most challenging moments, I learned how to hold myself steady, build bridges, and turn challenges into compost to grow new seeds of possibility.

I’m grateful to continue to offer my myriad skills, abilities, and insights to this organization while continually remembering why I love what I do, we do, for the OCF.

Thank you for your support.

P.S.

Check out my résumé to see experience:

<https://acrobat.adobe.com/id/urn:aaid:sc:VA6C2:fa4f51dc-d3ef-49bd-92f3-418227a60787>

Our By-Laws:

<https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2024/10/October-7-2024-Amended-and-Restated-Bylaws-.pdf>

Felicia Kirsch

We are the first ones into Farside. Mid-May we begin preparing our precious field for the second week in July. Wood chipper in tow, brush hog in the truck bed. With tools, gloves and a bag of breakfast burritos we prepare to brave the swaths of mosquitos waiting to get their first sips of blood. Bill says let them taste you and they will leave you alone. Oddly this works.

My first time at the Oregon Country Fair was in 2006. Mickey welcomed me in on a workers day pass. I slang gumbo all weekend and tried to keep up. I was intrigued by this fair. It was mysterious and familiar. It knew me in a way I hardly knew myself.

In 2008 I secured Farside Gate with John Doscher and his motley crew. John owned a crowd control company, Oregon Event Enterprises (OEE.) His motto was “first in, last out.” First in: we set the parameters, managed the gate, secured the crowd. Last out: everyone gone, final sweep, complete. I stayed with OEE at the Farside Gate until 2012. John passed in February the next year. We planted a redwood in his honor at Jill’s Crossing. His friends and family shared stories and a frantic duck swooped down below the tree line followed by a hawk who was surely on the hunt for its next meal.

External security eventually assumed control of Farside Gate operations. Shout out to External Security! Your challenges are as vast as our troubles! Your grace is palpable and extends far beyond our interactions.

In 2013 and 2014 my husband, Garrett and I, under the command of Farside Keith, mapped out the entire Farside campground and path. Every camp, measured in paces, claimed their plot and declared their name. Farside field was no longer a land grab!

With our work complete we were out of a job. Keith introduced us to Laurie Card, aka Mama Mundo at Cafe Mundo in Community Village. We spent our days (and nights) selling tempeh tacos and naughties. We sang, made music and simply played. These are some of my favorite memories. I will treasure these friendships for eternity.

Today, Garrett and I find ourselves full circle. The map we created is the blueprint for the Farside campground and we are now part of the crew that brings it to life. Check out the Facebook page “OCF Farside Campers” to see the awesome transformation. We finish in late July. We remove every post and comb the field for anything left behind. Zipties, ribbon, plastic flowers and your half eaten muffin leave with us. We slowly caravan to Bob and Shirley’s and stow our supplies until next year. We are the last out.

The past several years (sans this year) I spend Monday evening walking the 8, saying farewell to the land and removing every piece of trash I see. We are so lucky to have this festival and each other.

I am asking you to consider voting for me to serve on the Oregon Country Fair Board of Directors. I am a mom, a grandmother, a restaurant owner and a chef. I spent hundreds of hours volunteering in the classroom when my children were in elementary school. As my business and my children grow, I find more space to take on other projects like the incredible task of serving on the OCF Board. I am honored to be “nominated” by Farside Ryan. Thanks Ryan for seeing me. My husband seconded. Thank you Garrett for supporting me. Susie thirded that nomination. Thank you Susie for believing in me and giving me the confidence to take this step forward.

I have experience in parliamentary procedure. I know that you don't really need a third, but it feels nice. I also know that “thirded” isn't a word but how else do I describe thirthing in past tense?

Felicia Kirsch
chefmomnwb@icloud.com

Noah Persin

To the Oregon Country Fair Members and Fair Family,

For nearly 30 years, I've been a dedicated volunteer and a proud member of the Oregon Country Fair community. The Fair has been a source of inspiration and connection in my life, and I have a profound reverence for its mission of creative expression, sustainability, and community. It is this lifelong commitment that motivates me to offer my extensive professional and personal experience to the Board of Directors.

I believe my unique blend of hands-on volunteerism and diverse professional leadership offers a powerful combination of passion and practical skills to help guide the Fair into a sustainable and vibrant future. My goal is to ensure the Fair remains a welcoming and safe space for all, where our core values are upheld and our community thrives.

My Qualifications for the Fair's Board

My professional life has provided me with a skillset directly applicable to the strategic, operational, and community-building needs of the OCF.

- **Governance, Leadership, and Communication:** As the former president of two boards and a CEO for over 15 years, I have extensive experience in the governance, financial oversight, and strategic planning required to lead a mission-driven organization. My decade of experience in sales and sales training has honed my ability to communicate complex ideas clearly and to train others effectively. This skill is critical for board leadership, where the ability to articulate vision, engage with diverse stakeholders, and foster transparent communication is paramount.
- **Operational & Infrastructure Expertise:** The Fair is a monumental operational undertaking. My professional background provides a rare and valuable perspective on its physical needs:
 - **Skilled Builder & Tradesman:** With over 35 years of experience, I possess a hands-on understanding of site safety, infrastructure planning, and the logistical challenges of building and maintaining a temporary city. This experience is essential for creating an accessible and safe environment that serves the needs of all community members, from volunteers and vendors to attendees.
 - **U.S. Merchant Marine Captain:** My experience as a licensed USMM captain reinforces my ability to lead a crew and make critical decisions in high-stakes, dynamic environments. This brings a unique perspective on risk management, team coordination, and crisis response to the board.
- **A Commitment to Diversity, Equity, and Inclusion:** My experience running a 501-c6 business and networking group is a testament to my ability to build and nurture a diverse community around a shared purpose. I understand that effective leadership requires a commitment to equitable practices and a conscious effort to create an environment where all voices are not just heard, but

valued. I am committed to supporting and expanding on the Fair's crucial initiatives that foster inclusivity.

- **Strategic Foresight and Business Consulting:** As a business consultant and expert witness, I have a proven ability to provide objective, strategic advice to organizations facing complex challenges. This skill, combined with my history of founding and running innovative companies—from environmental controls to the first legal cannabis distribution and data collection companies—enables me to offer strategic foresight and guidance on how the Fair can adapt and thrive for generations to come.

I am eager to contribute my time, energy, and expertise to the Board of Directors. I am ready to engage in the hard work of governance and would be honored to serve the community that has given me so much over the past three decades.

Please let me know if you have any questions.

Kind regards,

Noah Persin
CaptNoahPersin@Gmail.Com

Trevor Ross

Hello-

My name is Trevor Ross and I am seeking to be elected to the OCF Board of Directors.

I grew up in Eugene, graduated from the U of O with a B.S. in Geography, and have lived here nearly my entire life. I have participated as a volunteer at the fair since 1995, less a year for the birth of the first of three daughters. My career here began on the Sanitation Crew until 2008 where I pivoted to Wristband Crew. I have currently wrapped up my second year as Co-coordinator for Wristbands.

Professionally, I currently hold the position of Deputy County Surveyor in Public Works at the Lane County Surveyor's Office. In the late 1990's I was also employed at Lane County on their Environmental Team. We were charged with obtaining Federal, State, and local environmental permits related to road improvements, bridges, and fish passage culverts. Much of this work was related to wetland and riparian impact mitigation. While at Lane County more recently, I have participated in the 2020 cohort of the Emerging Leaders training program and have served a two-year term on the Public Works IDEA Team (Inclusion, Diversity, Equity, and Access). Our team navigated the pandemic and related push back from Public Works employees questioning the need for our yearly DEI training requirements, vaccine requirements, and issues around race and justice.

In addition, I have 10 years of non-profit board experience with the Edgewood Pool & Community Center where I held the positions of Chair and Vice-chair, along with being the operations manager for those 10 years. Currently, I sit as a member of the Northwest Land Conservation Trust board. I have also served as Vice-chair of the Midwest Chapter of the Professional Land Surveyors of Oregon association in 2024.

I and my family are very passionate about OCF and the joy it provides to so many people. My partner has worked in the past as a physician staffing White Bird, with one of my daughters volunteering on Wristband Crew and the other two on Inventory Crew. We could not imagine not being a part of this event in a meaningful way. They are one of the reasons I am running- I want to grow my participation in a meaningful way that has a positive impact on this essential event for future generations.

My perspective on current issues are as follows:

DEI- Since my work on the IDEA committee at Lane County Public Works, I have come to appreciate the hard work needed to implement these initiatives. Lane County adopted an Equity Lens model to assist in guiding policy and related decisions. This "lens" considers aspects of access, equity, and diversity in the context of reaching all parties that may be impacted by a proposed policy with the intent of inclusion and dialogue. What I enjoy most about the "lens"

approach is it can be applied broadly to decision making. It considers how to reach and communicate to those the decision will impact.

Emerald Ash Borer- This invasive insect is something we need to plan for. Current education efforts around identifying and preserving Maple and Oak are a good start. Since it is inevitable that our land will eventually be impacted, I look forward to working with and support the experts and OCF on how to prepare and mitigate impacts to our land as we lose Ash trees on our site.

OCF population growth & Attendance cap- Both of these issues, while separate and distinct, are largely the same issue of how do we manage the overall growth of our event in a meaningful way. I see this as an issue that needs to address the protection and integrity of the land and how our overall numbers impact the working crews that provide security and safety for all who come to participate.

In closing, I have come to realize that I find joy and purpose in service. Helping people solve problems and being part of a team committed to that end is what I truly enjoy. I am committed to evidence-based decision making and consensus when possible. Through listening, learning and critical thinking, meaningful results are possible. If elected, I pledge to bring this spirit, along with my lived experience to the board, to serve and improve the Oregon Country Fair.

soulbrewah@gmail.com

Kevin Levy

Candidate Statement:

Serving on the Oregon Country Fair Board has been an incredible experience and a responsibility that I carry with gratitude and respect. I fully embrace the commitment it requires and value the confidence the community has placed in me.

Serving on the Board has been a journey of personal growth, listening with care, tackling challenges head-on, and learning what it truly takes to keep the Fair's spirit thriving. The work isn't always easy, but it is absolutely meaningful and worthwhile.

My strength lies in working collaboratively with the Board to get things done. I believe we are strongest when we have a Board that works together in a positive, constructive way, and I'm committed to helping make that happen.

As a busy real estate agent, I've brought my knowledge of zoning, property management, and maintenance to the Fixed Assets Committee, where I serve as co-chair.

I am also lucky to serve as the liaison to the Elders Committee, it has been an incredibly impactful part of my experience. The wisdom of our incredible Elders has helped shape my growth both as a board member and as a person. They embody the living history of the Fair, and they are the foundation that allows us to gather and celebrate each year. I look forward to the possibility of working with them in the future and continuing the connection between the past, present and future of the Fair.

In my time on the Board I've also helped continue efforts to bring DUGS Green back to its highest potential and create a space where the office staff can thrive during the event.

In my time on the Board, I've played an integral role in strengthening board relations by organizing events where Board and Staff can meet in person and build stronger connections.

Each year of my service, I've been part of the Executive Director evaluation committee, helping ensure clear communication and goal setting between all parties.

If I am graced with a re-election, I'll keep working hard to make sure the Fair stays true to what we all love: community, creativity, and a sense of fun.

Thank you for believing in me. I'm committed to keeping the Fair strong and vibrant for all of us.

Kevin Levy

LAWRENCE TAYLOR—OCF BOARD CANDIDATE STATEMENT 2025

The Oregon Country Fair is important to you; that's why you're reading this statement. The Fair is many things to our many members, but we hold one thing in common: what our posters used to call "an exceptional sense of community." That sense is the guiding principle in my approach to Fair leadership.

I have participated in the Fair for 52 years. For 35 of those years, I coordinated the Sanitation Crew (cleaning our vault toilets). For 18 of *those* years, I served on our Board. If you return me to the Board, I will be the second most experienced Director (after Paxton Hoag). Our Board is not like other nonprofit boards, because our community is not like other nonprofits. Most nonprofits need to raise funds in order to meet their designated purpose; our purpose (putting on the Fair) provides most of our funding. Where other nonprofits seek directors with outside connections they can utilize to bring in money, our Board is more like the city council of a small city. What we require for effective leadership is *inside* connections; familiarity with the workings of our village and those who do the work. My over half-century of attendance, my decades of leadership, and my generally gregarious and outgoing personality make me uniquely suited to return to service on our Board of Directors.

The principles and purposes which I believe unite our community are these: expand consciousness, transform culture, and protect the environment. These are more than mere slogans; they are an ethos and an aspiration. Bringing aspiration to realization, however, requires perseverance and practicality; so does scrubbing our Family's toilets (especially on Sunday morning). Practicing law for nearly 35 years, and successfully running my own office for 22, is testament to the hard-headed realism that is the foundation of my idealism.

As a Director, I will work as I always did to protect the interests of our community, to ensure our legal, financial, and physical sustainability, and to encourage our evolution into a more perfect embodiment of our shared values. I will help keep our focus on addressing the existential threats that imperil our survival as an event: in the short term, dust (we all experienced this in 2025); and in the longer term, the Emerald Ash Borer (the tiny green menace that can decimate our precious green homeland).

Even if we achieve dust-free paths and preserve our arboreal canopy, however, we will still face an existential environmental peril: ourselves. Even with the land acquisitions (liberations, I like to call them) of the past couple of decades, we only have so much space. Few if any of us are eager to retire from our attendance at our Essential Event; and most of us want to bring others: our children, grandchildren, and dear friends. Yet, even if we could continue to grow indefinitely—and we can't—what will be the cost to the quality of our experience? This issue has faced us for many years, and little has been done to address it. There are no easy solutions. I will join in the effort to make the hard choices in front of us.

Surviving environmental threats, however, is only a small part of the work that faces the Fair and the Board. We continue to fall short of our decades-long commitment to increasing diversity, equity, and inclusion. As a Director, I promise to be mindful of my privilege and the limitations—based on my generation, gender, and race—of my perspective on these issues. Other voices must take the lead here; my role is to listen, to support, and to be an ally rather than an obstacle.

The Board does not face these challenges alone, of course. Our Executive Director and her staff have been hired and tasked with the responsibility to oversee our operations and put our Board-created policies into practice. Like all of our Directors, I will do my part to support our staff in their work and to keep the Oregon Country Fair a healthy and happy place of employment.

One of our greatest institutional assets is our committees, which are amazing repositories of institutional knowledge and professional expertise. I will encourage the Board to respect and utilize this tremendous resource, as past Boards have done throughout the history of the Fair.

To these ends, I will work collaboratively with my fellow Directors, our officers and management team, our committees, and all of you. Join me in this joyous endeavor!

(503) 781-6245
LawWizard418@gmail.com

Elders' Annual Spirit Walk — Names Please!

by Carolyn Gsell, Elder

The Elders Committee is hosting its Annual Spirit Walk Saturday, September 20, beginning at 5 p.m. at Alice's Wonderland. This event immediately follows the Elders Fall Retreat. All Fair Family is invited to attend a ritual "Fair Thee Well" walk through the Fair followed by a Bell Ringing Ceremony and potluck dinner at Alice's.

During the Bell Ringing Ceremony, we will read out loud the names of Fair Family members who have departed this Earthly plane.

Please submit names of any Fair Family member you would like to have honored at the ceremony to Lisa Cooley, event organizer, at cooleylisa.reeferocf@gmail.com. Please indicate if the person passed since the 2024 Fair so we can be sure to read those names first.

Attendees are welcome to tent or car camp near Alice's on Saturday night, or snag an empty bed if any space is available.

We hope to see you there!



FAIR PHILANTHROPY:



Fair donors raise \$40,470 for Environmental Nonprofits

by Jill Heiman Vision Fund

We are excited to announce that the Jill Heiman Vision Fund has raised \$40,470 to donate this year to environmental groups, thanks to our very generous Fair donors!

The fund received \$20,470 in checks, food vouchers and cash from Fairgoers, volunteers, performers, and Fair booth participants, as well as a \$20,000 match from the Oregon Country Fair's Board of Directors. Each of these five nonprofit agencies will receive a little more than \$8,000:

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.

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.

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.

Community Supported Shelters will install two grey-water filtration systems that provide an environmental approach to wastewater in their Safe Spot Communities. This completes the water filtration project that began in 2023.

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.

Thanks to our huge number of generous donors, the Jill Heiman Vision Fund has given more than \$696,000 to area nonprofits since the fund began in 1996. The JHVF committee thanks all of our supporters: crew volunteers, food and craft artisans, performers, Fairgoers, and the OCF Board. One food voucher and one dollar at a time, together we are making a difference in our community!



Emerald Ash Borer Response Planning and Values-based Decision Making

by Emerald Ash Borer Response Planning and Values-based Decision Making

The Oregon Country Fair faces a major threat from the Emerald Ash Borer (EAB), which is predicted to devastate Oregon Ash trees and severely impact the Fair’s shade canopy within 20 years. OCF is developing an EAB Response Plan focused on education, prevention, woodland enhancement, and managing risks from dying trees.

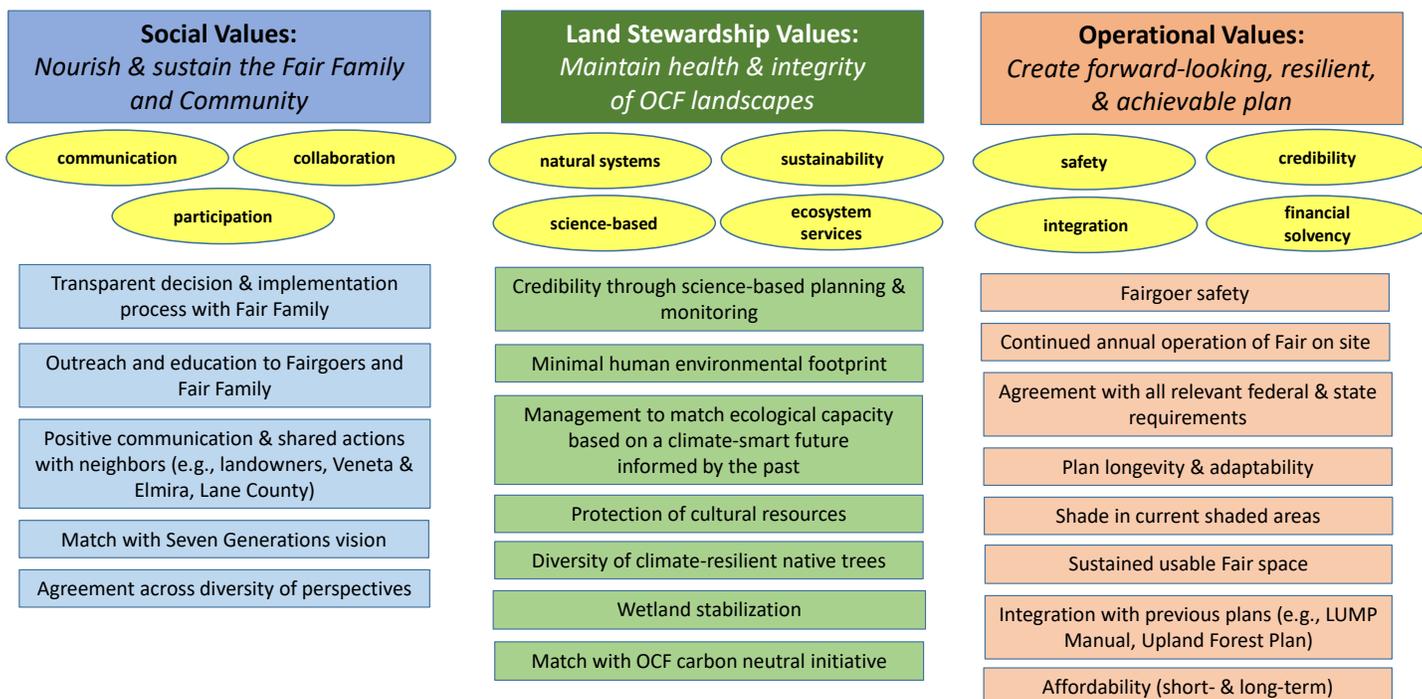
The OCF Board created an EAB Task Force, comprised of individuals representing a broad array of OCF community interests. The Task Force is creating a habitat sustainability plan to guide our response to the pending arrival of the EAB. The desired outcomes of the Task Force’s planning process include:

- Clearly articulated values that will guide how we address environmental changes;
- A plan based on the evaluation of trade-offs and well-informed and defensible decisions;
- Preferred strategies for addressing threats to the Fairground’s woodland integrity;
- Agreement and buy-in among the OCF Board, Fair Family, and key partners; and
- An approach for evaluating our response based on our values-based objectives.

The EAB Task Force initiated the identification of fundamental values that are important in making decisions related to developing and implementing a response plan for EAB. Our community’s collective values will help to form a framework that ensures an objective, evidence-based, and data-driven approach for evaluating alternative EAB response strategies. The following values-based objectives have been drafted to help guide the Fair’s EAB response and ensure that our decisions reflect our community’s diverse perspectives on the OCF’s wooded fairgrounds.

The EAB Task Force is working to engage the OCF community to gather input on our planning process and outcomes, including the values-based objectives framework presented below. EAB Task Force meetings are listed on the OCF Events Calendar at www.OregonCountryFair.net and are open to Fair Family members. On November 17, the OCF Board will be hosting a public work session to discuss the EAB Task Force response planning efforts. We welcome you to attend this work session and our Task Force meetings. To contact the EAB Task Force, please email eabtaskforce@oregoncountryfair.org.

Structured Decision Making Values-based Objective Hierarchy





Sound Bites

by Sean Cummins, KOCF General Manager

Happy fall to our Fair Family and friends! We here at KOCF hope you all had a wonderful Fair and a great rest of your summer.

A few KOCF updates for the season. Lots of events on the horizon! Coming up first — we were out at the Veneta Chili Cook-off Saturday, September 13. Our friends at Only Yolking collaborated on our entry in the contest. Proceeds raised money for charity each year.

A little later in the month, KOCF will have an entry in the Eugene Bright Parade, which is put on by the Lane Arts Council. Get dressed up in your brightest outfit and join the fun Saturday, September 27.

One of our most exciting events each year is our annual Halloween Hullabaloo! This year, we're using the Hullabaloo as our 10th anniversary party. Join us at WOW Hall on October 31! There will be music with Sweet N Juicy, Cello Joe, and Pitchwood; also a food truck, a photo booth, silent auction, and costumes galore. Should be a blast!

Last but not least, we'll close out the year with our annual entry in the Veneta Light Parade in December, just in time to get in the festive holiday spirit.

That takes us right about up to the end of the year, when I'll be hanging up my hat and handing over the reins to the new Station Manager. The search is ongoing, and we're accepting applications until the end of September. There's a notice



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Be the voice behind the community,
KOCF needs you!



in the Fair Family News this month with more info, and you can find a lot more information on our website. If this is something that sounds interesting to you, please do reach out to chat!

I think that about wraps it up for me for now. I look forward to seeing many of you out at these great community events this fall and into winter. As always, be well, stay tuned, and see you on the airwaves.



Fair Thee Well: Sue Kesey

The Fair Family will sorely miss Sue Kesey, who participated in nearly every Fair. She and her husband, Chuck, sold their first batch of frozen yogurt from the Springfield Creamery booth at the second Fair held in May 1970 on Crow Road. Sue said that first batch of frozen yogurt was sweetened with only fruit and was quite tart. In subsequent years, they added honey to improve the flavor. The Springfield Creamery has sold frozen delights at every Fair since.



Photo © Jeff Kastner / OPB

Further, Sue and Chuck Kesey, along with Chuck's brother, Ken Kesey, were instrumental in bringing the Grateful Dead to play their famous 1972 and 1982 Field Trip concerts in the Fair parking areas. The August 1972 show raised money to keep the Creamery in business. The August 1982 concert raised money to help the Oregon Country Fair make the second down payment on the Fair's land that was due in December 1982.

Sue Kesey was a stalwart Fair volunteer behind the scenes. She was a co-chair of the OCF Food Committee during the 1980s and volunteered on the Food Committee for at least 20 years. She served on the Personnel Committee during the late 1980s and early 1990s. And she was a founding member of the Fair's Financial Planning Committee, where she won huge respect for sharing her financial savvy and mentorship with committee members and the Fair's treasurer for more than three decades.

The following tribute was published by the Kesey family in *The Register-Guard*.

Susan "Sue" Lee Kesey, 86, of Eugene, Oregon, passed away peacefully and immensely loved on August 18, 2025. A devoted wife, mother, grandmother,

great-grandmother, and co-founder of Springfield Creamery, Sue's life was defined by love, kindness, and a dash of steady leadership.

Born in Portland, Oregon, to Don and Mary Jameson, Sue graduated from Oregon State University with a degree in Business and Secretarial Sciences. In 1960, she and her husband, Chuck, founded Springfield Creamery, where Sue served many roles including

General Manager, CFO, and later CEO. Over six decades, she helped grow the company from a small local creamery into a nationally recognized producer of natural foods, known today as Nancy's Probiotic Foods.

Sue led the Creamery through both triumphs and trials, from the legendary 1972 Grateful Dead benefit concert (held in the Fair's parking area) that saved the company in a moment of financial hardship, to rebuilding after a devastating fire in 1994. Throughout it all, she nurtured lasting friendships with employees, farmers, industry peers, and community partners—always with loyalty, integrity, and care. Beyond her role in business, Sue gave back generously, serving as a longtime board member for Mainstream Housing in Eugene and as a member of the Oregon Country Fair food committee for many years.

While she poured her heart into the Creamery, Sue treasured her family most of all. She enjoyed nearly 65 years with her beloved husband, Chuck. She was a devoted mother to her daughter, Sheryl Kesey Thompson (Bill), and son, Kit Kesey (Ginger), and a loving sister to Mary Lou Rueck (Marv). She relished every moment spent with her grandchildren Taylor (Cami), Blake (Lacey), and Grant (Spencer) Thompson, and Hendrix and Wilson Kesey, and found endless joy in her great-grandchildren Cove, Clay, Porter, Miles, and Florence. They

Continued on next page...

... continued from previous page

were all Sue's greatest source of joy and pride throughout her life and always brought an instant smile to her face. Sue is also survived by many loving nieces and nephews. She was preceded in death by the sweetest people ever, her parents, Don and Mary Jameson.

Sue loved the Oregon Coast, where she and Chuck spent many relaxing days hunting agates and watching sunsets. She tended her beautiful dahlia garden with care (mapping out the names of each flower on a grid), never passed up a scoop of chocolate chip mint ice cream and found delight in the abundant wild-life and birds surrounding the home she and Chuck shared. She will be remembered for her kind heart, her resilience, and the love she poured into her family, her community, and her work.

Sue's legacy of love, leadership, and wisdom will continue to inspire her family, her com-



munity, and all who were touched by her life.

A celebration of Sue's life was held September 7, 2025, at the McDonald Theatre.

Gifts in Sue's memory may be made to Oregon State University, Sue's alma mater, where her family has established an endowed scholarship in her name: Sue Kesey Endowed Scholarship, OSU Food Science & Technology, OSU Foundation 4238 SW Research Way, Corvallis, OR 97333

Or give to Mainstream Housing, a non-profit providing affordable housing for individuals with developmental disabilities: 895 Country Club Road, Suite B-150, Eugene, OR 97401



Photo © Eric Slade / OPB



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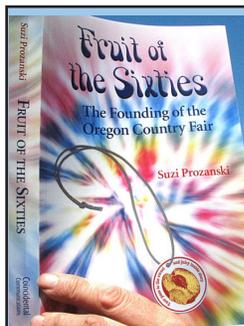
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- 9/25 - Shane Mauss
- 9/26 - MarchFourth
- 9/27 - Cameron Whitcomb
- 10/1 - Mon Rovia
- 10/4 - Cherry Poppin' Daddies
- 10/9 - Power of Place Roadshow
- 10/10 - Elton Dan & The Rocket Band
- 10/12 - Carsie Blanton (C.L.D.C. fundraiser)



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**Board of Directors Meeting
August 18, 2025, 7 pm**

(Subject to approval by the Board at the September 2025 Board meeting)

Zoom remote online and live streamed on YouTube

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

Board Directors present: John Alexander, Anthony “AJ” Jackson (President), Sandra Bauer, George Braddock, Paxton Hoag (watched on YouTube for most of the meeting and joined Zoom toward the end due to connectivity issues), Kevin Levy, Jon Steinhart and Teresa Vaughn. Absent Board Members: Arna Shaw (Vice President), John Govsky and John Davis. 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), and Steven Berkson (Facilitator).

Steven: He collected the names and subjects of members wishing to speak. Please keep it positive and not focused on staff or volunteer personnel.

Jim Walker: He is a board member of Ritz Arts formed in 2015 and one of several longtime Ritz crew on a small management team that supports George Braddock, the booth owner of the Ritz, with our year-round maintenance activities and annual operations for the Fair weekend. We strive to improve the Ritz experience every year and with our 50th anniversary next year, we look forward to putting on the Ritz for many years to come. Because the membership probably doesn't realize everything that goes on with the Ritz, we'd like to share some annual highlights. Perhaps most notable was the addition of a new Loon Deck small shower area designed for family and small group use. The space includes a baby wash sink and is enclosed, which helps with keeping kids corralled. It was overwhelmingly welcomed by families. We also reinforced the structure and lower seats in the Diamond Sauna (originally built in 1983) for safety and replaced many sections of deck boards. On Saturday our iconic front-stove (built in 1921) sprung a small leak in one of the heat transfer tubes, which was repaired during our next cleaning shift. We pride ourselves on being able to make repairs on the fly without disruption to the operating hours. Our Friday Women's Time (started decades ago) was again very popular this year with almost 250 women participating who sang beautifully and enjoyed each other's company. For the actual Fair event, the annual Ritz contract with the OCF has us opening on Wednesday evening through Monday at noon. We also offer free showers for volunteers for weeks before and a week after the event. For the contracted Fair period, we shifted just under 150 individuals across more than 650 three-hour paid shifts. Our biggest expenses, as every year, is shift pay, water and water access, and labor and materials for special projects and numerous repairs and art installations. And we continue to love our collaboration and support for Emery Blackwell and the Cosmic Limo crew and the Craft Demonstration site and activities. The showers and sauna were available for Teddy Bears Picnic this past weekend with more than 200 Fair Family enjoying the Ritz. We were proud to commission another housefront piece from Teak (Patrick Price), a Ritz crew member and local Eugene artist born and raised in southeastern Alaska. This piece featured spawning salmon and was raised over the back shower line. Teak also added a new stylized Beaver painting to the “Just

Say Please" Park fence for all Fair goers to enjoy. Hanging glass lamps, displayed in our Pavilion, were created by Ritz crew member and metal worker Kenny Hardenbrook and glass blower Kelly Howard, co-owner of Lincoln City Glass. A glass mosaic was added to the Flamingo Rising area inside the Ritz. Under the direction of Ritz crew member Andy Poynter, more than 41 individuals participated in this art piece, some learning glass cutting and mosaic design for the first time. We collaborated with the Hammerschlag family (associated with Traffic Crew and Spoken Word) to restore a pole that was gifted to Dr. Carl Hammerschlag many years ago and then gifted to the Ritz this year. Under the guidance of Teak's auntie, a Tinglit elder, Teak instructed Christine George and Brad Bolton on stabilizing the wood structure and restoring the paint and carvings on the pole. Regarding OCF collaboration, our management team has many touch points with the OCF management team and BUMs. We had a security incident on July 5 Pre-Fair that has been widely publicized. Ritz crew made the identification and interception, following security protocols we've had in place for many years. When the situation escalated, we engaged with BUMs and Big Boys. The situation resulted in a citizen's arrest by a Ritz crew member. It's an ongoing court case at the moment, but we just wanted to acknowledge the close collaboration in a very sensitive situation. And likewise, we want to recognize collaboration this past weekend at Teddy Bear's between Ritz crew and OCF BUMs on another tense situation in the public area in front of the Ritz. We also work closely every year with Water Crew in a mutually supportive way. We are both in the business of moving thousands of gallons of water around and needing it available on demand. This year, our truck delivery contractor facilitated keeping an uninterrupted water supply to the Fair when their water truck broke down on Sunday. Looking ahead, every year we strive to improve the Ritz experience and we'll be working on clarifying several policies and operational procedures that he doesn't have time to list here. We continue to fine-tune our security to address the constant changes in electronic sophistication. We will improve our staff training regarding folks with tub reservations being able to go onto main deck after a tub reservation. We continue to refine how we support people in need on deck (shout out to White Bird for their fantastic responsiveness). As many might know, the Ritz first opened in a much smaller version in 1976 so next year we will be celebrating our 50th anniversary. We will keep the Fair and membership informed through the Fair Family News and other outlets. Anyone interested in a longer version of these comments or learning more about any of these topics, please email ritzsauna@gmail.com. Thank you for the time of the Board and the membership!

Tim Furst: He is better known at the Fair as Fyodor Karamazov. He has been leading the parade for most of the last 50 years and has also been the Stage Left Camp Host since the Camp Host system was created until he retired last year. His main concern as camp host is about amplified sound. The Stage Left camp area hosts about 125 musicians and performers. Many years ago, they could sit around camp in the evening and talk and play acoustic music. Once amplified music came to Fair, it became impossible to hang out in camp in the evenings, which is having an adverse impact on their community. At Stage Left, they are impacted by six different stages as well as roaming sound carts playing amplified music late into the night in Xavanadu. Community agreements have not worked. Most sources of sound have no idea who the nearby impacted communities are. Of six stages, only two have ever reached out to them. They made an agreement with a nearby booth but it was ignored. Sound permits usually don't help. They are not usually

posted and the person in charge is hard to find. Further, most people don't know that permits exist or that they are needed for all amplified sound. Sound carts randomly set up in Xavanadu and roam around. They are wandering performers, as described in Guideline 11. In his experience trying to talk to them, most are uncooperative, or even hostile when asked to turn it down or off, even if it's 3 am, and most don't know that they need a permit or that there is a cutoff time to amplified sound. The Guidelines are a nice attempt, but they are seldom observed and rarely enforced. If Fair is unwilling to ban all amplified sound after the Fair closes to the public, he suggested restricting amplified music to "Loud Zones" away from all camping areas. In his opinion, amplified sound is like cigarette smoke; the person smoking might enjoy it, but everyone within smelling distance is impacted by it. Likewise, the people who play amplified music might enjoy it, and the people who gather around it might like it, but the sound travels far beyond and impacts many people who are disturbed by it. Fair finally restricted cigarette smoke to designated areas, per Guideline 13. Maybe Fair could treat amplified sound like smoking and restrict it to designated areas. Also, Fair should enforce Fair policies! If they don't have a permit, shut them down, if they go beyond their permitted time, shut them down. Respond immediately to complaints about violations of the Guidelines. We shouldn't have to go outside our camp multiple times each night sometimes as late as 3 am so the people in their camp can try to get some sleep so they can do their strenuous jobs the next day.

Coyote: The lyrics from Main Stage closing band on Sunday, the Pharcyde group, had offensive lyrics. It was two songs in particular. This concern was sent to the liaisons to EDIB and the Diversity Committees. The "Oh Shit" song had transphobic lyrics, which is not in the spirit of our welcoming community. We need to be inclusive and those lyrics were not. Also, having the audience sing "aw shit" is curious relating to our family values. Also "That Type of N-word" song repeated the n-word and had sexually offensive and suggestive words. Also, he wanted to talk about Board leadership qualities. Leadership qualities include goodwill, love, respect, serving, group integrity and humility. When he observes meetings, it's not difficult to an intentional observer that there is not a lot of love and respect that goes on among the group members. There is a lack of humility when he interacts with group members. He feels a lack of respect and these are things that are key to being a leader in this association. You need to be humble and love and respect your group members, the Board members that you work with and the rest of association of equals that we are. Board members have agreed to serve and he is grateful for the amount of hours, time and attention that they put into their positions, but he finds that the concept of serving has been lost. There seems to be a hierarchy between the Board and the members who have selected them through the election process. Lastly, he had recommendations for Board initiated healings: When we got the NAO report from Mary Miller many years ago, she had a recommendation that OCF needed deep heart healing. We have not yet taken her up on that. As we continue to go down the path, we need to stop and look at ourselves and do some healing. We can start with forgiveness. We have at least two Elders who have been kicked out of the Fair. We need to rise above and forgive. Some of these Elders have been doing this stuff since before some of the Board members were born. He feels a deep chasm and divide that is not healthy.

Ann Bennett-Rogers: Regarding dust and stewardship, she doesn't want to single anyone out but we can do better about a lot of things. She wanted to connect the dust to stewardship and the environment. It was dusty everywhere this year; it was dusty at Main Stage, the paths and in the lots. The event is three days, you can get a wristband Wednesday and you can stay until Monday, but stewardship is year-round. We need to protect our lands. This past Saturday, she was happy to see straw piles at Teddy Bear picnic, which she assumes are going to be the bale dams this year. We need to consider stewardship throughout the year as much as during the event. It is the duty of the Board to recognize and maintain the stewardship that they recognize as a goal. We have many guidelines that address stewardship, such as the LUMP manual. On Saturday she noticed that we are facing climate change. She is on the EAB Task Force. Climate Change and EAB invasive species may make us change our orientation toward stewardship. On Saturday she identified another set of dying ninebark. Last year she noticed it near Recycling and this year she noticed it on East 13th, which is a reflection of climate change and the decrease of rainfall and elevated temperatures. The Board needs to understand that stewardship is not just operational, it's a belief and it's important, increasingly so with climate change.

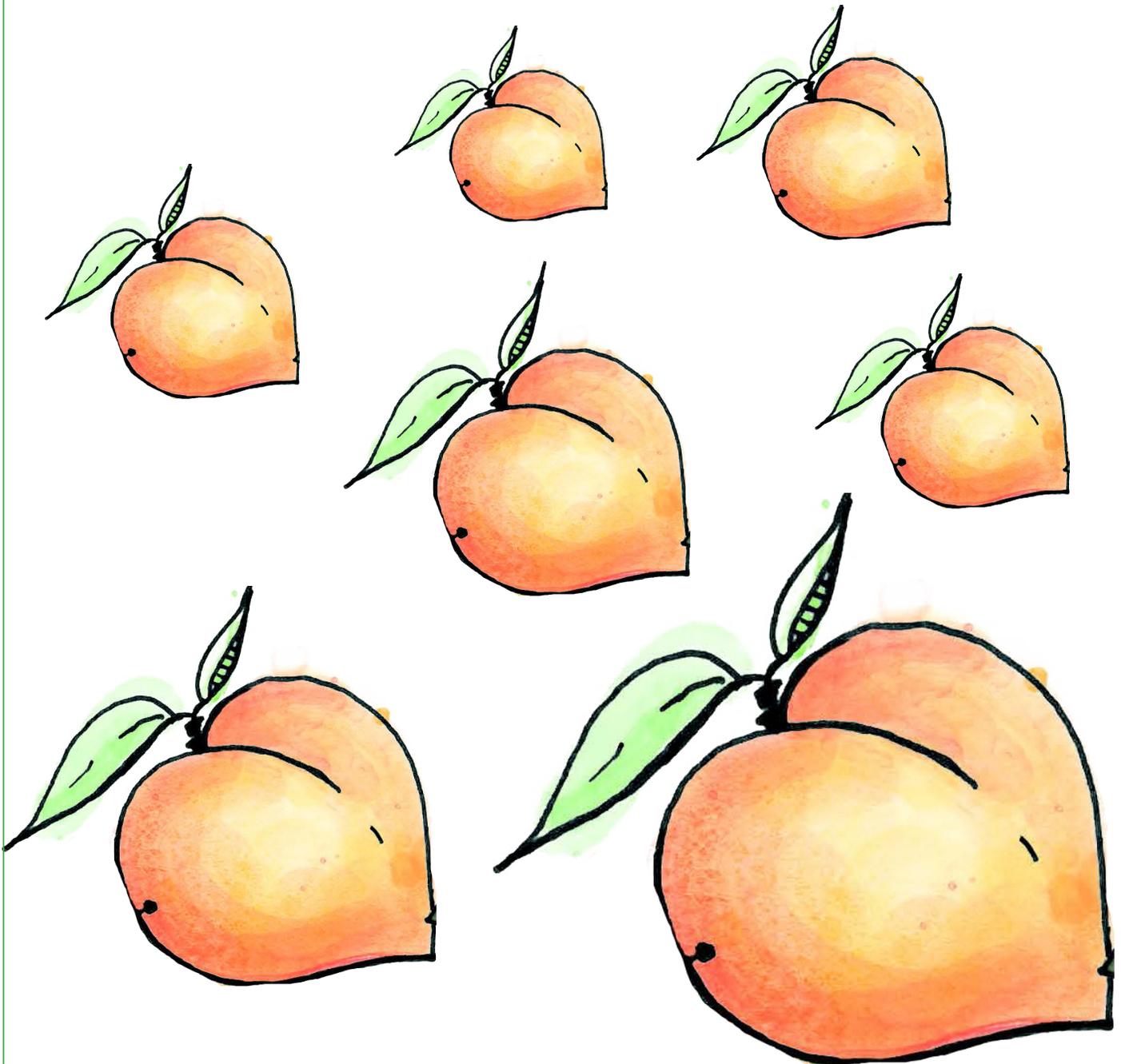
Carla: She was a member of Shower Crew and now she is with the Info Crew. Her interest and concern is about climate change and equity. As someone else said, climate change has to do with stewardship and sustainability. Nature has solutions, such as biomimicry. It represents a challenge and opportunities. When she thinks about equity, she thinks about how the severe heat at Fair affected visitors, performers and members. Thanks to Shower Crew for keeping the showers running! Thanks to Water Crew, Sanitation and VegManECs, who all did an amazing job. They make sure the path is less dusty, even though it was still dusty. What are we doing about climate change and equity? Populations that are extra affected by climate change, when we have surveys of the public and membership, we should be able to tell people what we are doing, so feedback doesn't go into an empty vacuum. What does the future counterculture look like? There is an opportunity to do work that is participatory. Different community members could co-create solutions. Performers and members struggled in the heat wave. We are going to get increasingly overwhelmed. We need to do iterative efforts to tackle the issue. We may make mistakes along the road. She is willing to trust the Board's decisions. Please keep inviting diverse groups to listening sessions, maybe about climate change and equity because they may be more vulnerable but also resilient and have solutions.

Dani Derrick: She wanted to express appreciation, about which she had sent feedback through the feedback form, that she hoped the Board gets. She had her best Fair ever. Everything was great, minus a wasp bite. Thank you to not just the Board, which probably doesn't hear enough how much they are appreciated. It's a service role that takes a lot of time and energy. Kirsten, you are amazing, juggling a million different balls. The results of your year-round efforts are amazing to see. Thank you to staff at the office, Vanessa and Sunny, the committee members and the volunteers, and all the folks eating dust all day in the fields, security, she appreciates everyone who keeps the show going!

President's Peace

AJ: Thanks to everyone for coming, thanks to the Board that was present and to Kirsten and staff. The Board will make an effort to hold more listening sessions.

Next Board Meeting – September 8, 7 pm via Zoom





Board of Directors Meeting September 8, 2025, 7 pm

(Subject to approval by the Board at the October 2025, Board meeting)

Zoom remote online and live streamed on YouTube

YouTube recording link: <https://youtu.be/ZsYutx2SZbw>

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

Announcements

Jon Steinhart: He appreciates our Membership Secretary, Jeffrey and his helpers Heidi, Jen-Lin and Merrill for their long days getting us ready for our first hybrid election. They have been working late hours, like him, for over a month. The Sunshine team has been working hard for 2026. They started right after they got home from the Fair. This is the time of year to let them know if you need something for the next Fair. Send it to the Help Desk. If you have a complicated request, they need to hear about it now, not next June. They don't need to hear the bad news or interface problems because they know all about them. Also, the Sunshine Crew still has positions for user interface to fix the things that people are complaining about.

Kirsten: She read an elections update from Jeffrey Rames and on behalf of the Elections Committee. Elections Update: Ballots go out September 24. The Candidates Forum is on Sunday, September 28, at 4 pm. Only candidates will be on Zoom, everyone else must watch it on YouTube. The Annual Meeting is Saturday, October 11, at 6:30 pm at the Unitarian Universalist Church in Eugene. You can attend in person or watch on YouTube. The Zoom link is only for candidates. The ballot return date is Saturday, October 18, at 8 pm. The Elections Committee will be at the Eugene office on Saturday, October 11, between 4:00 and 5:30 pm to help with voting questions. Ballots will be counted and results posted on the .net site on Sunday, October 19. Please email the Elections Committee at elections@oregoncountryfair.org if you need to update or verify your email or mailing address. You can also call the Eugene office and they will pass on your request. If you want a paper ballot, please send Elections an email with the request. Please consider our sustainability goals and update your email address for electronic voting. Using paper ballots is wasteful and costly, while electronic voting aligns us with our sustainability goals. The last day to register to vote and update your contact information is Friday, September 19. If you don't receive your ballot by Saturday, October 4, please contact elections@oregoncountryfair.org so they can troubleshoot.

AJ: The BoD had a closed session on personnel on August 6. A decision was made in that meeting. The Board has decided to dissolve the Diversity Committee. This is not a reflection on them; it is the Board continuing their training and understanding of the issues surrounding DEI and wanting to give a better direction to the membership and those volunteering for us in the

future. Thanks to the members of the Diversity Committee who have served over the years. Thanks to the Board for having these meetings. These were hard discussions.

Minutes Review

(YouTube video: 0:05:55)

The Board approved the minutes of the August 4, 2025, meeting by unanimous consent.

Agenda Review

Jon Steinhart moved and George seconded to strike the EDIB one-year extension motion from the agenda.

Teresa: She was going to make a motion to postpone it one month. She doesn't want to strike it from the agenda because that would push it two months out; there is no advantage to that. If we postpone one month, we will have time to look at the 38-page report that we got.

Jon Steinhart: He wanted to make it clear that as the original drafter of the motion that formed the EDIB Working Group, he is dedicated to the continuing productive EDIB work at the Fair. This motion stretches our processes too far. The purpose of the EDIB Working Group was to collect data that would help the Board formulate policy. The Board received a preliminary report from the Working Group eight days ago. We've barely had time to read it, much less discuss it. This motion was New Business in June, Old Business in August, postponed to tonight, where it's once again Old Business. But based on the report, he's pretty confident that we're never going to vote for it as currently written. He moved to withdraw it because he thinks that it's inappropriate to use it as a placeholder that can be amended at some future meeting, bypassing our New Business/Old Business policy. Amending a placeholder motion right before a vote cuts our members out of the process by eliminating their opportunity to be informed and to give us reasoned feedback. He understands the occasional need to rush motions through our process, but this isn't one of those occasions; no exigent situation exists here. The time to introduce a New Business motion is after we digest the report and determine our next steps.

Teresa moved and Sandra seconded to revise the amendment to a postponement to next month rather than striking it.

Jon Steinhart: He objects because that is an abuse of our process. We have New Business/Old Business process for a reason and this is twisting it beyond what he can take, personally.

Steven: This is not objectively an abuse, that's an opinion. Let's try not to characterize others.

Teresa: This has taken longer because this team, the EDIB Work Group, has worked so hard to do it right. She would like to honor the effort that the Work Group has made. There was never an intent in June to stretch this out. Equity, Diversity, Inclusion and Belonging spelled out is a big issue, so sometimes it takes a bit longer. We need to honor the importance of the topic.

AJ: He agrees with Teresa and wants to take it a step further by adding that one of the things that he learned from the wisdom of Paxton and Sandra over the years is that things take longer than usual at Fair. We need to be patient to get good information. We just received a report that he

wants to be able to dive into and then make a decision from the information. He hopes the Board will give that report an opportunity.

Paxton: He agrees with postponing. There is a lot in the report and it shows progress about where we want to go. He wants to give them more time to do their work. Everything at the Fair takes longer, which is OK because we get more involved.

Kevin: He agrees with postponing, giving folks grace on a big project. He would like to organize a meeting with the group.

John Alexander: He agrees with Teresa. He likes the idea that Kevin just floated. Maybe we could schedule a Work Session. When we are making decisions relevant to committees, we need to work with them. Thanks to Teresa and Arna for their involvement with this committee and regular communication to understand what the motion is about.

The motion to amend the motion to strike the EDIB motion and instead postpone it one month passed: 8-2; George and Jon Steinhart opposed.

The motion to postpone the EDIB motion to the next meeting passed: 8-2; George and Jon Steinhart opposed.

The Board approved the September 8, 2025, agenda as amended by unanimous consent.

Member Input

(YouTube video: 0:18:57)

Lawrence Taylor: A few moments ago, we heard mention of several names, Heidi Doscher, Jen-Lin Hodgden, Merrill Levine, who are venerable for those who have been paying attention to Fair elections for the last several decades. They were described as “helpers” to the new Membership Secretary but they might better be designated as the Elections Committee to those of us that respect our institutions and committees. Considering the relative depth of their institutional knowledge, they are probably more guides and mentors rather than helpers. Much respect to the committee members and the committees. Heidi Doscher was a very long-serving Membership Secretary, probably longer than anyone else will ever serve in that position. Jen-Lin has also been Recording Secretary. Merrill has also been on the Elections Committee for many decades. Much respect to our committee members and our committees.

Jonathan Pincus: The Board has way too many closed meetings. Things that should be transparent should not be happening behind closed doors. Especially at this time in history, we need to uphold the principle of democratic governance. We should be a beacon to the rest of the world to that concept and closed meetings do not help us advance that value.

Staff Report – Executive Director

Kirsten: **Administration:** We migrated to QuickBooks online in August. QuickBooks no longer supports Desktop versions and is forcing all customers into the online version. It now costs us a monthly fee and includes cloud backup. The P&L and Balance Sheet look different and we are working to get them to line up the way they did in the QuickBooks 2024 version, please bear with us as we work through this.

Our main PayPal donation account was hit with fraud. Approximately 7,000 donations were made to our PayPal account from July 15 to August 6. Donations ranged from \$1 - \$10. The source appears to be from our Give WP donation link on the .org site. Give WP does acknowledge a weakness was discovered on July 23 in its plugin, which they remedied, but it was too late for us and we were breached. We have refunded all of these fraudulent donations. PayPal did nothing to alert us to this. She discovered it when she was downloading the monthly statement. PayPal did not help us with these refunds and is charging us \$20 for every chargeback by the customer. We've had 50 chargebacks. We have removed this donation link from the .org site and replaced it with a new donation link. We will be closing this account with PayPal and requesting a refund on all chargeback fees.

The Event Manager position is posted and will remain open until September 30. Please encourage anyone who you think is qualified to apply.

The 2024 Financial Statements are very close to completion. They were sent to the Board last week. She had hoped to have them for review at the September Board meeting but hasn't received them yet. The 2024 990 and CT-12 Tax Filings are complete and awaiting the finalization of the Financial Statements.

The Annual Meeting is scheduled for Saturday, October 11, at 6:30 pm at the Unitarian Universalist Church. This is a hybrid meeting. A Zoom link will be provided to candidates that can't attend in person. We ask community members to please watch via YouTube, if you can't attend in person. The Board of Directors election is Saturday, October 18. Ballots are due at the Eugene office by 8 pm on that day. The Candidate Forum is scheduled for Sunday, September 28 at 4 pm via Zoom. Please email questions for candidates to elections@oregoncountryfair.org.

Event Management: The Teddy Bear Picnic was a huge 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 29 through September 1. We love hosting this group and the tournament was a success. The annual Elmira High School track meet is scheduled for Wednesday, September 10. Every year up to 500 youth from around the state participate.

Guideline Changes: The form will go live on the .net site on October 1. The closing date will be November 15. The Board will vote on guideline policy changes at the December Board meeting.

Site: The manufactured home at the Winery is scheduled to be installed September 11. Final payment has been made. It will take two days to set the manufactured home. Then utilities will be connected, then the interior will be finished. Then they do a walk-through and get the keys. She anticipates this will be completed by the end of September or early October. She will be adding this to our property insurance as soon as it is finished. How we will incorporate this home into our operations will be discussed and details released to the community as soon as it's known.

Marketing: Be sure to check out our Commemorative Sales merchandise site at merch.oregoncountryfair.org. All of our posters are available for reprint. We will do a fourth-quarter merchandise sales push. A fourth-quarter direct donor campaign will launch October 1.

Culture Jam: It was a huge success. Congratulations to Jans and his team for another successful year.

Treasurers' Report

(YouTube video: 0:26:38)

Hilary: Props to Kirsten for working on the financial statements. She and the staff worked on the initial materials that got handed over to the accountants. This is the year that Hilary has had the least need to talk to the accountants and it's because Kirsten is so competent and serves as the main contact. Thanks to the Coordinators and Bookkeeping staff for getting reimbursement stuff done by end of August, also the Jill Heiman Vision Fund for getting their count done. We will get everything complete earlier than usual. Fair Family will get the first analysis of the 2025 financials beginning at the Annual Meeting. She will be out of state during the meeting. There will be reports with August 31 dates and then reports with September 31 dates, parallel to reports they have used in the past. She will write a report and then we might do a Zoom meeting after the September analysis if people need to discuss further. At that meeting they can do analysis, operating results and projections.

Sue Kesey passed away. She contributed greatly to the financial life of the Fair. Sue was on the Food Committee with her booth. She helped with the Grateful Dead Field Trip shows; the 1982 concert helped bail us out [by helping the Fair make its second down-payment on the land in December 1982]. Some of Sue's Fair volunteerism was not visible to members. She was one of the founding members of the Financial Planning Committee and served on it for more than 30 years. She had great insight into analyzing our financials. Hilary would send Sue draft material, Sue would proofread it, and then they would strategize. Sue was very astute and practical. She would host us at the Creamery and then give us ice cream at the end. She was an amazing mentor and guiding hand for the Fair and for Hilary, personally. Sue also contributed to saving the Fair in another way. Before Kirsten started at the Fair, we had benefited from six federal programs before the Shuttered Venues Operating Grant was created. When we read the criteria, there were at least three criteria that made it appear we did not qualify, so we left it alone. Spirit mentioned that we should try to apply anyway. Hilary and Sue strategized about how to answer some of the qualifying questions. When Kirsten came on board, we were able to pass the project off to her with our answers to the specific issues, and Kirsten proceeded to complete the application, gather the required documents, and resolve the glitches that arose. It was Sue's faith that we could qualify that set the ball in motion. She gave so much to our community and we all benefited from her kindness, her generosity and her skills.

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.

The EDIB Work Group met May 12, 2025, and the minutes are here: https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2025/08/EDIB-5.12.25_Minutes.pdf

The minutes were approved by unanimous consent.

Old Business

(YouTube video: 0:32:35)

POSTPONED Extend the work time of the EDIB work group for one year to allow them to finish their tasks (Arna Shaw, Teresa Vaughn, AJ Jackson and John Alexander)

Amend Bylaws Article VII, section 2c, f and g (AJ Jackson, Jon Steinhart and Sandra Bauer)

Jon Steinhart moved and Sandra seconded to amend Bylaws Article VII, section 2c, f and g:

Current By-Law reads:

Article VII, Section 2

c) Elections: Votes for Directors may be sequentially numbered in order of preference.

Members may vote for as many directors as they prefer, but only those votes assigned a number equal to or less than the total number of vacancies existing at the close of balloting shall be counted. Each vote shall count as only one vote, regardless of preference ranking, and only one vote per member may be assigned to any individual candidate. Members who do not sequentially number their ballots in order of preference may only vote for up to the number of vacancies existing at the close of balloting. Non-sequentially numbered ballots which reflect votes for more than the number of vacancies existing as of the close of balloting shall be disqualified.

Revised By-Law revised to read:

c) Elections: Members may vote for as many Directors as there are open seats on the Board of Directors. Only one vote per member may be assigned to an individual candidate. Ballots that reflect votes for more candidates than the number of open seats on the Board of Directors shall be disqualified. The votes shall be counted first to fill the three-year Board positions. If, during the balloting period, one or more additional Board vacancies occur or one or more candidates who would otherwise win a Directorship in the election cease their candidacy for any reason, then the candidate from the election with the next highest number of votes will be appointed to fill the first such position, the candidate with the next following highest number of votes will be appoint to fill the second such position, and so on. Tie votes shall be resolved by drawing straws.

Remove Section f – Currently reads:

Blank

Remove Section g – Currently reads:

Votes: The votes shall be counted first to fill the three-year Board positions, then to fill any vacated positions. Tie votes shall be resolved by drawing straws.

Jon Steinhart: Regarding section c: You will vote for only four Directors instead of as many as you want. The online voting providers can't handle the old language of voting for as many candidates as you wanted, so Jeffrey Rames put this forward.

Member Input:

Lisa P.: Was this published in the Fair Family News?

Kirsten: It was in the August minutes that were published in the FFN, page 26.

Board Discussion:

John Govsky: Thanks to the folks who wrote this up because Bylaws updates are never glamorous. Thanks, Lisa, for her question. He thinks this might need more work but he wants to move the election forward. We should probably revise this more as time goes on. The election software that we're using does allow for ranked choice voting. As we get more people on the electronic platform, we can look at our voting methods. It's a nightmare to do ranked choice with paper ballots. Keep your mind open to future possibilities, but he supports this motion now.

Jon Steinhart: He supports this because we're far down the path for this election. He spends a lot of time with Jeffrey. There are a lot of things in the Bylaws that seem good until you try to implement it in the real world. This is one area that caught our eye. More work will be needed to move us into the modern electronic era, but for now, this is a good measure to get us through this election.

John Alexander: He understands that this is important and thanks to everyone working on online voting. He appreciates that there has been a lot of discussion with the Elections Committee and Lisa from the Bylaws Committee. This is an example of a motion that would have been good to discuss publicly before it came to Old Business. He supports this, but he wants to continue to encourage us to have discussions about the things we are voting on before we vote on them.

The motion passed: 10-0.

New Business

(YouTube video: 0:42:00)

Appoint Cedra Hill to Bill Wooten Endowment Committee (AJ Jackson, Sandra Bauer and Kevin Levy)

Next Board Meeting: Monday, October 6 at 7 pm via Zoom

**Annual Meeting: Saturday, October 11 at 6:30 pm
at the Unitarian Universalist Church in Eugene and via Zoom**

Meeting Evaluation

Last round for the good of the peach

Teresa: Thanks everyone for the input. Jonathan's call to be a beacon for democracy was appreciated. She appreciated everyone's professionalism tonight.

Lawrence Taylor: Thanks Jon Pincus and also Hilary for her comments about Sue Kesey. Sue rolled up her sleeves and did great work in our committee system.

Paxton: He appreciated Hilary bringing up the work of Sue Kesey on the Financial Planning Committee. She helped start a lot of alternative food businesses in Eugene.

Sandra: She wanted to let people know that the company that was going to cater the Teddy Bear Picnic was unable to do it, with only three days' notice. The staff bought all the food, prepped it and served it as well as cleaned it up. They deserve applause for their huge effort.

President's Peace

(YouTube video: 0:46:10)

AJ: Thank you all for being here tonight. While he was sick recently, it made him think about the important things around him. One of the things he thought about was when we are all engaged and trying to do the right thing, we sometimes get lost in the thinking that our way might be the only way. He was evaluating his service to this organization. He needs to keep an open mind and collaborate with his colleagues, committees and members. Let's remember to keep an open mind because we might learn from others, which makes us better. Here is a quote from his wrestling coach: "Good, better, best, never let it rest until the good gets better and the better gets best."

