



FAIR FAMILY NEWS

OREGON COUNTRY FAIR  ONE CREATIVE FAMILY

VOLUME 33 ISSUE 9 February 2026



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FAIR FAMILY CALENDAR

FEBRUARY

- 21 Emerald Ash Borer Site Walk "A VegManEC Perspective," noon, if Main Camp is flooded, meet at the HUB
- 22 Food Committee Town Hall Meeting for Food Booth Reps, 4 pm, Zoom

MARCH

- 1 Sunshine Database opens for booth, cart and stroller payments
- 1 Deadline for new craft applications
- 2 Board of Directors Meeting, 7 pm, Zoom, live-streamed on YouTube
- 5 Fair Family News deadline for March issue
- 6 Deadline for booth, cart and stroller payments
- 9 Board of Directors Work Session — Membership and By-Laws, 7 pm, Zoom
- 21 Emerald Ash Borer Site Walk with Jeff Bandow – OCF Native Tree Nursery, noon, if Main Camp is flooded, meet at the Hub

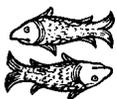
APRIL

- 6 Board of Directors Meeting, 7 pm, Zoom, live-streamed on YouTube
- 8 Fair Family News deadline for April issue
- 18 Emerald Ash Borer Site Walk, noon-2, if Main Camp is flooded, meet at the Hub

JULY

- 10-12 Fantabulous Fun at the Fair!

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



*Happy Birthday
Pisces*



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!

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)



Do you Want to Be a Voting Member of the Fair?

Great, we want you to be a Voting Member also.

All you need to do is access the [Voting Member Registration form](#).

Fill out the registration form and return it to the Fair's Eugene office, or email it to elections@oregoncountryfair.org.

The Election Committee will process your request and ensure you receive all future election ballots.

Get on the FFN List

Tell us your name and your email address to be notified of the posting of the online version of the newsletter.
 Email to: info@oregoncountryfair.org



FFN SLIP N SLIDERS



Brad "Luge" Lerch
 norma "speed skater" sax
 Dan "Cross country" Cohn
 Kim "Curling" Griggs
 Mary "Downhill" Doyon
 Suzi "Ski Jumper" Prozanski
 Vanessa "Biathlon" Roy
 Alex "Triple Axle" Zabala
 Trisha "Bobsled" Burbaum
 Michael "Figure Skater" Ottenhausen

OCF Elections is Hiring

The OCF Election Committee is looking for new members. We need additional members to support our Online Elections. Our work is generally policy-focused most of the year, with more time required in September and October. Average monthly time commitment will be 5 hours or so a month. Come join us, the OCF Membership Secretary and Election Committee.



Interested folks can send their show of interest to elections@oregoncountryfair.org.

Upcoming Booth, Cart & Stroller Fee Deadlines – 2026 Fair

Please note that for 2026, these payment dates are new and earlier than in previous years. This change is intended to support smoother processing and planning for the upcoming Fair season.

March 1, 2026

· Sunshine database opens for booth, cart, and stroller payments

March 6, 2026

· Booth / Cart / Stroller fee deadline

Craft booths, carts, and strollers must pay their fees in order to claim their space for the 2026 Fair.

If you have questions or would like more information, Booth Registration is happy to help at boothreg@oregoncountryfair.org.

New Craft Jury Placement Opportunities for 2026

The 2026 Craft Jury application includes two unique placement opportunities for this Fair season:

A placement within the Native Arts & Crafts Market
A placement within the BIPOC Craft Booth

These opportunities are part of this year's craft jury application process. Interested applicants can find additional information and indicate interest directly within the craft application.

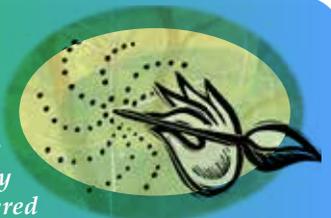
For questions or clarification, please contact the 1YO Team at 1yo@oregoncountryfair.org

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).



The Board is Disrespecting the Most Basic Right the Fair's Membership Has

A Board motion has been triggered that aims to bypass the most fundamental right that OCF Members have, the right to choose who serves on their Board.

The motion will appoint a hand-picked individual to fill the seat vacated by the passing of George Braddock. Some have made the argument that the chosen person was a close finisher in the last election, therefore the Membership has spoken. We all know what the Membership did and didn't do. They selected four new Board Members, and did not choose three others. The Membership spoke; that should be the final word.

No one on the Election Committee could recall a Board filling a vacancy in the last 30 years or so. The decision to go to a 12-member Board was done in part so the Board could continue to function well if it experienced vacancies. This is a terrible precedent, one that will haunt the Fair for many years. If it is so critical to fill this Board position right now, the Board should direct the Election Committee to hold an election. The Board did not fill a 2025 Board vacancy, waiting instead for the 2025 election.

The Family's access to their Board should not be controlled by the Board. This is why the Fair has elections. All Members have the right to pursue a Board position and appear on a ballot.

As your Membership Secretary, I strongly oppose this motion and will speak against it. Protect your most important membership right, to choose who serves on your Board. Please contact your Board and share your views. Share your thoughts at the next Board meeting, March 2, 7 pm.

Jeffrey M. Rames
OCF Membership Secretary

2026 SCOF Lot Camping Policy

by Camping Crew

Vehicle camping in the SCOF Lot requires pre-approval from Camping Crew.

If you would like to camp in SCOF Lot in 2026, request approval from Camping Crew at: campingcrew@oregoncountryfair.org (note .org!).

Only vehicles that are slept in (camper, trailer, van) are allowed in SCOF Lot. Gators, carts, and 4A mobility devices are also allowed. To maximize our limited camping space, trailer tow vehicles are required to disconnect and park in a Fair Family parking area. There is no car parking in SCOF Lot.

Fair requires pre-approval to camp in SCOF Lot because we have to make sure everyone fits! The number of camping vehicles Family brings to SCOF Lot has steadily increased but Fair does not have other space available for vehicle camping.

If you arrive at the SCOF Lot gate to camp but do not have pre-approval, and there is no remaining space, your camping vehicle must either leave site or park in Outta Site and not be used for camping.

To receive approval to camp in SCOF Lot:

- all campers must have a wristband
- all camping vehicles must be used for sleeping
- all camping vehicles must have a Fair Vehicle Sticker
- all camping vehicles longer than 22', including trailers, must additionally have a Fair Oversized Vehicle Sticker
- there must be available space

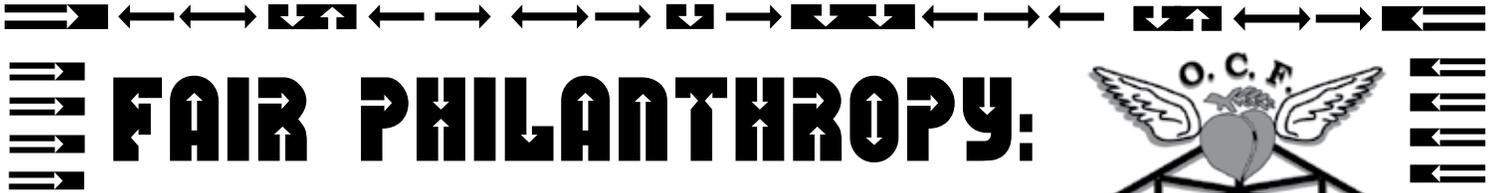
Please consider bringing the smallest camping vehicle you can and expect to have limited porch space outside of the camping vehicle.

Please contact Camping Crew at campingcrew@oregoncountryfair.org for SCOF Lot camping approval or with any questions about camping at Fair.



Photo © 2025 Imagerium





Jill Heiman Vision Fund Seeks Grant Proposals for Basic Needs

The Oregon Country Fair is accepting proposals through the Jill Heiman Vision Fund for 2026 grants that will go to tax-exempt organizations that meet people’s basic needs.

Proposals from nonprofit organizations must be received no later than Tuesday March 31, 2026, 5 pm. Find application information at:

<https://www.oregoncountryfair.org/about-ocf/philanthropy/philanthropy-vision/>

The JHVF honors the memory of Jill Heiman, an attorney who was instrumental in establishing the Fair, purchasing the site, and obtaining the Fair’s nonprofit tax status. Although she passed away in 1991, the Fair remembers her vision for philanthropy and the positive impact our organization can have on our community.



Photo © 2025 Imagerium



Fair Thee Well: George Braddock

George W. Braddock, an inspired craftsman with a dedicated sense of community, who empowered countless people to conceive of a better world in which to belong, died Jan. 6, 2026, in Eugene at age 74. George passed away surrounded by family and friends whose lives he touched throughout his five decades in Oregon.

As a building contractor and consultant, George pioneered a field of environmental design and construction that allowed individuals with disabilities and their families to experience self-determined lives. In 2013, he co-authored the book, "Making Homes that Work." George played a pivotal role at the Oregon Country Fair for nearly 50 years as a founder and driving force behind the Ritz Sauna and Showers, a peak experience for many who attend the annual counterculture event outside Veneta. He served on the OCF board for many years, including a period as its vice president.

George's grit, charm and fearless perseverance nurtured his many passions. He had an uncanny knack for fostering deep connections, an unwavering belief in second chances and a seemingly effortless ability to make all feel welcome.

"Every day I look for ways to uplift the people I love and care for in my life in whatever way I can," George said shortly before his death. George lived by this mantra.

George was born Nov. 7, 1951, in Cleveland, Ohio, the second child of Roy and Lois Elaine Braddock. The fam-

ily moved to Pittsburgh, Pennsylvania, for almost all of George's youth. Attending the Pittsburgh area's North Hills High School and the Hill School, George lettered in football, wrestling, and indoor and outdoor track and field. He later went to the University of Nevada—

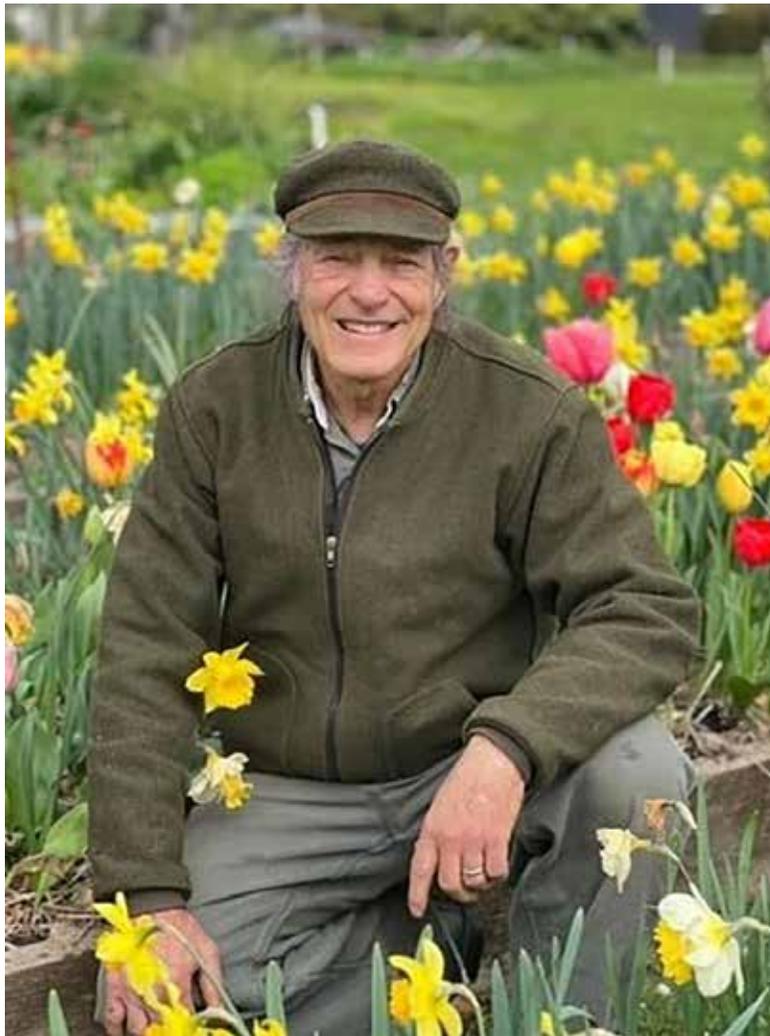
Las Vegas on a full-ride scholarship, where he played linebacker for the Runnin' Rebels. George was actively involved in Boy Scouts, becoming an Eagle Scout himself and a scoutmaster of troops both during and after his college years.

Dreams of fish and boundless bodies of water lured George away from Nevada to Oregon in 1974. He worked at a timber mill in Glide, east of Roseburg, before moving on to Eugene and becoming a union carpenter.

Over the years, George brought his prestigious building skills to local landmarks: Autzen Stadium, MacArthur Court and Springfield Creamery. In the 1980s, he was the wrestling coach at Roosevelt Middle School and South Eu-

gene High School.

Yet his most impactful professional work centered around serving those with disabilities. As the owner of Creative Housing Solutions, George became the go-to builder of homes for people with disabilities in Oregon. Notably, he helped design and construct living spaces for the many people leaving Salem's Fairview Training Center, a state-run institution, when it closed in



Continued on next page...

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2000. Over the course of his contracting career, George worked on more than 1,500 such projects and provided consulting services throughout the United States. Known for always asking the hard questions and advocating for the individual, George would often say when faced with a challenge, "Can't? Or won't?"

His vision behind the Ritz at the Oregon Country Fair was no less remarkable. What began in 1976 as a small wooden sauna and a few outside showers has grown into a sprawling and immersive experience filled with art, music and entertainment that thousands of fairgoers enjoy each year. George's Ritz family, lovingly known as the Flamingo Clan, has grown to more than 125 people and will mark its 50th anniversary this year.

In his private life, George was an avid chef and gardener; always cooking for an audience in his kitchen. Nor was he ever shy of taking over someone else's kitchen to make a meal. His sprawling home garden had more than 2,500 flower bulbs, two dozen fruit trees

and more than 40 vegetable garden beds.

During his final years, George could be found in his garden, or sitting by the fire with a cup of tea, brainstorming various consulting projects, checking in on friends and dreaming of the next "big project" for the upcoming Ritz summer.

George is survived by his partner Ardas of Eugene; his daughter Jessye and her husband, Tim, of Eugene; his stepdaughter Jessica, stepson-in-law Bob and two grandsons, Will and James, of Portland; his sister Madeline of Zelienople, Pennsylvania and brother Sean of Eugene; plus innumerable friends, chosen family, Fair family and professional colleagues. George's beloved wife Kathryn Weit, with whom he spent more than 23 years, died in 2021.

Because he was a two-time kidney transplant recipient and lover of the arts, contributions in George's memory may be made to Donate Life NW (www.donatelifenw.org) and Ritz Arts (www.ritzarts.org)



Fair Seeks Furnishings

As memories of winter fade into our collective memory, many of us will soon begin the annual tradition of spring cleaning. If you're someone who has a hard time letting go of things, please consider donating them to the Fair. We have recently placed a manufactured home on our site next to the winery, and it is in need of furnishings.

Items requested include beds, tables, chairs, lamps, bedroom furniture, beddings, dishes, pots and pans, silverware, kitchen appliances, and general household

supplies.

If you have items you'd like to donate, please send an email to the Fair office and tell us what you have available. Photos are encouraged and welcome. If there's interest in what you are offering, then we will contact you to arrange pick-up or delivery.

Please do not bring donations to the Fair office or the site without prior arrangements from the staff.

Emails and questions can be sent to office@oregoncountryfair.org.

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.

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."



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UNDERWRITERS

Recently Unclassified Material

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

Friends of Paul Bestler! Paul's grandnieces recently visited Growers Market, they were surprised Paul's impact in Eugene went far beyond Growers Market. They would like to organize a zoom gathering to share memories with Paul's family members and those who knew Paul all those years ago. If you would like to take part, please email theolass@efn.org Thanks!
sue theolass.

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- community farm
- vegetarian
- art collective
- sober sanctuary
- moon worshipping
- season celebrating
- ritual transformations
- OCF Art Barn support

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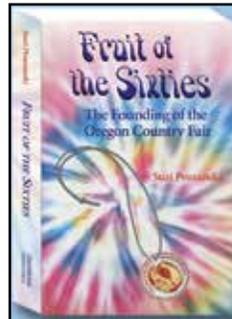
Videography & Editing

Local Green Screen Studio

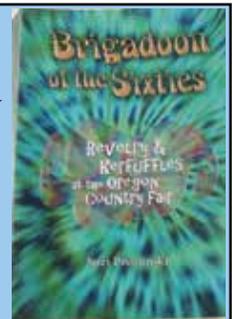
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2/14 - Sweetheart's Ball
 2/15 - Mark Hummel's Blues Harmonica Blowout
 2/20 - Cyril Neville
 2/22 - OPIUO
 2/27 - Carsie Blanton: C L D C fundraiser
 2/28 - Marble
 3/1 - Jeffrey Lewis & the Voltage
 3/4 - Mindchatter
 3/6 - Emery
 3/7 - Joseph
 3/12 - The Third Mind
 3/13 - Shadowgrass

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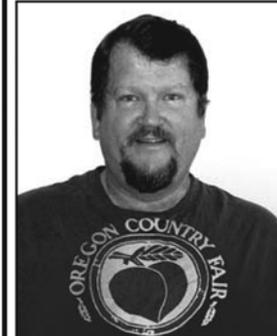


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Board of Directors Budget Meeting

January 26, 2026, 7 pm

(Subject to approval by the Board at the March 2026 Board meeting)

Zoom remote online and live streamed on YouTube

YouTube recording link: https://youtu.be/ku_9P86W0ms

Board Directors present: Anthony “AJ” Jackson (President), Lawrence Taylor, Zahra Indigo Ronlov, Sandra Bauer, Paxton Hoag, Kevin Levy, Trevor Ross (Vice President), Jon Steinhart, John Govsky, John Davis 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), Melissa Swan (Bookkeeper), Vanessa Roy (Marketing Manager), Alex Zabala (Office Manager), Kim Langolf (Event Manager) and Steven Berkson (Facilitator).

Announcements

AJ: We lost George Braddock. George had been working with Sandra and the Budget Committee for a long time. AJ will put forward motions tonight in George’s absence. Please don’t forget George’s contributions to the Fair, especially as it relates to the budget.

Agenda Review

The Board approved the January 26, 2026, agenda by unanimous consent.

Treasurers’ Report

Hilary: We are missing George. He was on the Budget Committee for a long time, serving on the Budget Committee for about 10 years, even before he was elected to the Board. Thanks to other Budget Committee members who saw the process through: Sandra Bauer (Board liaison), Steve “Grumpy” Gorham, Bennett Rogers (who has been chairing the meetings), Sean Cummings and Shirley Anderson. Also, Annette and William have been sitting in because they are interested in the process. At the Financial Planning meeting and then Revenue meeting in December, the stated plan has been to not raise fees or prices and try to stabilize population. We didn’t want massive increases. The QuickBooks Budget form is available on the website, showing last year’s budget and this year’s proposed side by side. The revenue portion is what the Board has already approved and what’s presented tonight. There are a few strategic operational changes. They did small increases to Entertainment and Kitchen. There are a few other operational area changes. There are no big surprises, as it is very consistent with recent years. Thanks to staff. Kirsten has been at all of the meetings. The current staff has really stepped up their involvement in Budget process. The total 2026 Expense Budget is \$3,910,833.

Old Business

(YouTube video: 0:05:43)

**Sandra moved and AJ seconded to approve the Board Budget of \$137,300.
The motion passed by unanimous consent.**

**AJ moved and Sandra seconded to approve the Crew Budget of \$1,239,276.
The motion passed: 11-0.**

(YouTube video: 0:17:32)

**Sandra moved and AJ seconded to approve the Culture Jam Budget of \$83,800.
The motion passed by unanimous consent.**

**AJ moved and Sandra seconded to approve the Office Management Budget of \$74,400.
The motion passed by unanimous consent.**

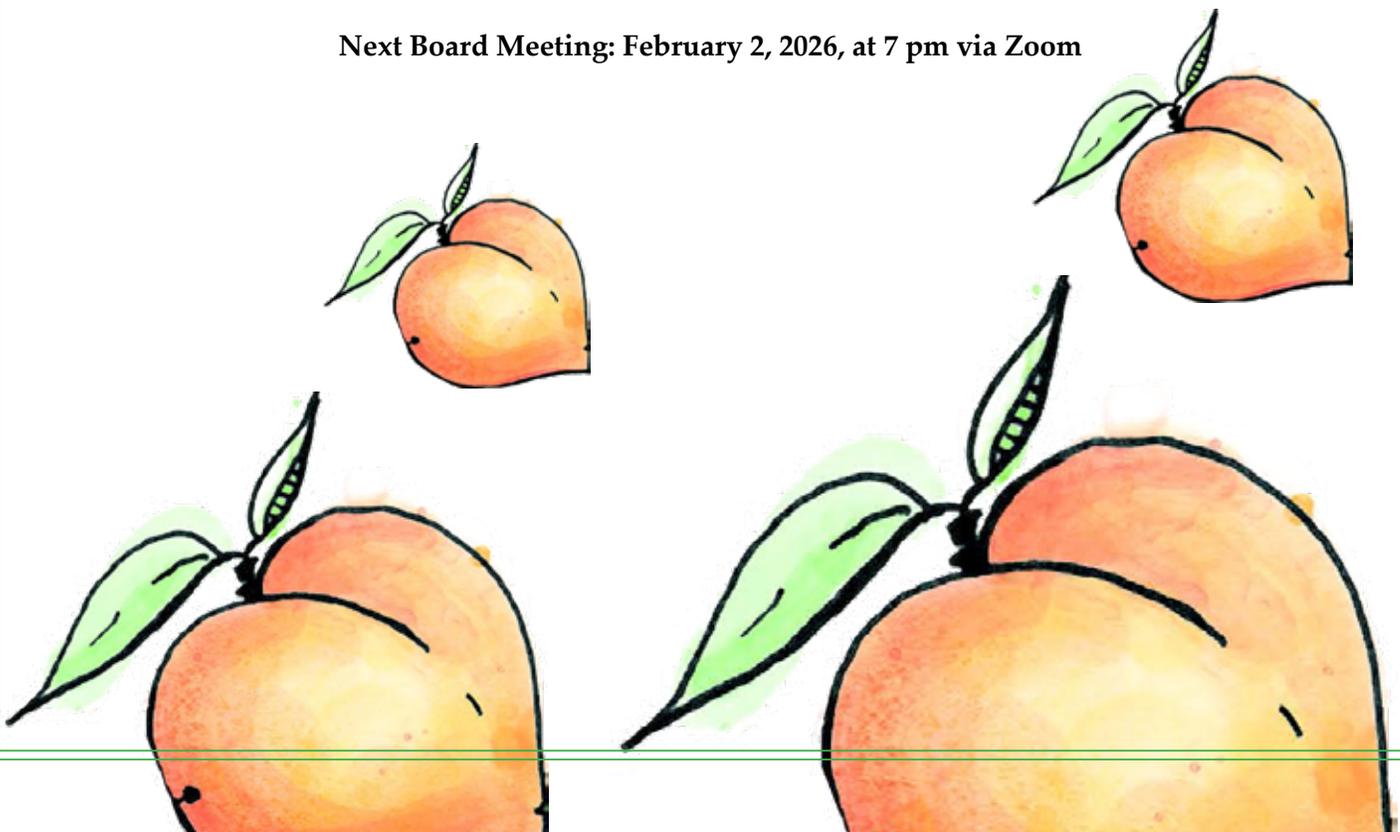
**Sandra moved and AJ seconded to approve the Site & Facilities Budget of \$669,000.
The motion passed by unanimous consent.**

**AJ moved and Sandra seconded to approve the Event Management Budget of \$593,564.
The motion passed by unanimous consent.**

(YouTube video: 0:30:04)

**Sandra moved and AJ seconded to approve the General Management Budget of \$1,113,493.
The motion passed by unanimous consent.**

Next Board Meeting: February 2, 2026, at 7 pm via Zoom





Board of Directors Meeting

February 2, 2026, 7 pm

(Subject to approval by the Board at the March 2026 Board meeting)

Zoom remote online and live streamed on YouTube

YouTube recording link: <https://youtu.be/H73iLjU1jHc>

Board Directors present: Anthony “AJ” Jackson (President), Lawrence Taylor, Zahra Indigo Ronlov, Sandra Bauer, Paxton Hoag, Kevin Levy, Trevor Ross (Vice President), Jon Steinhart, John Govsky, John Davis 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), Melissa Swan (Bookkeeper), Vanessa Roy (Marketing Manager), Kim Langolf (Event Manager), Alex Zabala (Office Manager), Sunny Arthurs (Assistant Event Manager) and Steven Berkson (Facilitator).

Announcements

Indigo: The Committee Best Practices Committee is looking for new members. Email if interested: bestpractices@oregoncountryfair.org. The next meeting is in March. Let’s have fun as we figure out how we can all meet better together.

AJ: Keep some perspective as we meet. Our world is really crazy right now, even dangerous for many folks. People are giving their time and sometimes their lives to a cause that is greater than we can even imagine. As we argue and debate, keep it in perspective.

John Alexander: On Saturday, February 21 at 2 pm there will be an Emerald Ash Borer Site Walk with EAB Task Force and the VegManEcs. They will review strategies that the EAB Task Force presented to the Board. Please come to EAB Task Force meeting on February 17 at 6:30 pm via Zoom.

Lawrence Taylor: It’s more important than ever that we adhere to our values and employ transparent and democratic processes in our own self-governance.

Minutes Review

(YouTube video: 0:05:13)

The Board approved the minutes of the January 5, 2026, meeting by unanimous consent.

Agenda Review

The Board approved the February 2, 2026, agenda by unanimous consent.

Member Input

Coyote Connelly: He is an OCF elder. After the murder of George Floyd, many community members protested white supremacy. Some of us reached out to the Executive Director, Wally Bomgaars, to request to use the Oregon Country Fair banner at protests. Permission was given, but

this didn't happen because it would have taken a lot of folks to carry the heavy banner, which they hadn't organized. Now Coyote is asking to resurrect that idea to show that the Fair stands with justice, freedom and safety of all humankind. OCF was created in 1969 at the height of anti-war protests. Many of the elders who co-created the Fair shared a vision of an end to war and violence. To come together in a unified manner is a reflection of the Fair's roots and commitment to social justice and equity. Walking our Talk. He is asking if the Board would support this idea and then logistics could be worked out so the community can see that Fair isn't just a party, but a vehicle for social change. Also, he isn't sure what the status of the EDIB (Equity, Diversity, Inclusion and Belonging) Work Group is. What are next steps?

John Alexander: He was a candidate for the Board in the last election. While the current Bylaws allow the Board to appoint a Director to a vacated seat with a simple majority, the Bylaws Committee has recently recommended a formal review of this specific policy. To ensure the Board acts as a steward of the membership's trust and maintains the principles of representative democracy, he recommended that this motion be declined or tabled until a consistent, transparent policy is established. There is inconsistency in voting thresholds. Most significant Board actions require a supermajority. The fact that a new Director, who holds equal power to elected peers, can be seated by a simple majority creates a representative gap and risks the appointment being seen as an act of political preference rather than membership will. There is no clear history or standard operating procedure for when a seat should be filled versus left vacant. For example, when Tom Horn resigned shortly after the last election, the seat was not offered to the runner-up who held more than 60 percent of the vote. Reversing that unspoken precedent now, for a candidate with less than 50 percent support, creates an appearance of inconsistency. There is a need for procedural neutrality. To remain beyond reproach, the criteria for filling a vacancy must be person-neutral. The decision of *how* and *when* to invoke this power should be decided before knowing who the beneficiary of the appointment would be. There are matters of accountability and conduct. The membership expressed concerns regarding the enforcement of the Board Code of Conduct. Specifically, there are unresolved discussions regarding accountability for negative campaigning and public libel by sitting Board members during the last election cycle. Moving forward with a discretionary appointment before addressing these conduct and accountability gaps may be perceived as contrary to our democratic process. To uphold the integrity of the OCF and ensure Board actions are beyond reproach, he strongly suggested that the Board decline the motion or table it.

Staff Report – Executive Director

(YouTube video: 0:13:25)

Kirsten: **Administration:** Budget Meeting Dates: Capital Improvements on Wednesday, February 4, at 6:30 pm and Wednesday, February 11, at 6:30 pm. The Board votes on Capital Improvements on Monday, March 3. Coordinator Budget Sheets were sent to all Coordinators. Please reach out if you haven't gotten yours.

Event Management: The 2026 Spring Fling is scheduled for Saturday, May 2, at the WOW Hall. The 2026 Culture Jam is tentatively scheduled for Thursday, July 28 through Thursday,

August 4. The 2026 Teddy Bear Picnic is scheduled for Sunday, August 16. The date to submit size requests for staff t-shirts runs from January 15 through February 15.

Marketing: The 2026 Guidelines will have 2,000 printed for general guidelines, 1,000 printed for booths and 2,500 printed maps. The map will be separate and available at QM and at Sticker Booth during the event. Sent to graphic designer February 1. Send to printer and post on the .net site March 1. Craft applications are open January 5 to March 1. Coordinator Teen requests for Crew opens in March. Teen requests to be on a crew open April 1 to May 15. Entertainment Applications are open until February 15, 2026.

2026 Contracts: For LTD, the annual posting for service is currently running. We have a potential bidder. We should know by mid-February if LTD can provide our bus service. The Whitebird Rock Medicine contract is signed. For Afton Tickets, tickets went on sale February 6 (moved up from February 16). They will change to full price tickets on June 16. The Cascade Ice contract is signed and 120 tons of ice were ordered. Verizon reached out for confirmation of COW install in 2026. T-Mobile reached out for confirmation of COW install in 2026. AT&T no longer provides a COW. The Life's Best In Tents contract (for shade) is signed.

2026 Permits: We have renewed our Special Use Permit in January. The following are being prepped: Lane County Camping Permits: Far Side, Zenn Acres, Alice's, Marshall's, Dahinda's Acres.

Lane County Outdoor Assembly Permits: ODOT right of way permit, Lane County right of way, Dance Pavilion building permit, Chela Mela building permit, and one last building in Xavanadu (X30).

Treasurers' Report

(YouTube video: 0:17:54)

Hilary: Next month we'll talk more about the financial overview in relation to Capital Projects. Internal Controls continues to be a big topic. The IRS has many internal controls that they consider best practices, including conflict of interest and whistleblower policies. Our conflict-of-interest policy is contained in the Personnel Manual and in the Bylaws. What the IRS is looking for is that individuals who have power of decision making don't benefit themselves personally. A lot of people at Fair think of conflict of interest very differently than the federal financial conflicts of interest, and more have to do with fairness, dual roles, and cronyism type of things. Fair Cares says we use the Federal Whistleblowers Protection Act, which has very limited application. What we need to worry about regarding whistleblowers is employees (legal) and volunteers, via the Guidelines. A BUM is looking into this. We need to be aware of the lines of authority and the protections we offer people.

Committee and Working Group Reports

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

Craft Committee met on October 8, 2025 and the minutes are [here](#).

Craft Committee met on November 12, 2025 and the minutes are [here](#).

Elders Committee met on October 23, 2025 and the minutes are [here](#).

Elders Committee met on November 20, 2025 and the minutes are [here](#).

Food Committee held a Closed Work Session on January 20, 2026.

Member Input:

Jonathan Pincus asked about Fixed Assets Committee minutes. Kirsten and Sandra explained that they will be posted in May or June after the season of meetings is complete.

The Board approved the Committee and Work Group minutes by unanimous consent.

Old Business

(YouTube video: 0:25:10)

Appoint Ryley Jones and Margot Casson to the Fixed Assets Committee (Sandra Bauer, Kevin Levy and AJ Jackson)

Kevin moved and AJ seconded to appoint Ryley Jones and Margot Casson to the Fixed Assets Committee.

Kevin: Margo and Ryley submitted letters of intent last year. Margo works in IT in Eugene and negotiates and manages contracts, so she is a wonderful candidate. Ryley works on project management in Tech manufacturing in Lebanon. The Kitchen project is coming up, so we are happy to have them as part of the Committee to collaborate.

The motion passed: 11-0.

(YouTube 0:35:38)

All expenditures by Board appointed Committees, Work Groups, and Task Forces must be approved by the Board of Directors (Jon Steinhart, Kevin Levy, John Davis and Sandra Bauer)

Jon Steinhart moved and John Davis seconded to make all expenditures by Board-appointed Committees, Work Groups, and Task Forces must be approved by the Board of Directors.

Jon Steinhart: The Board is legally on the hook for expenditures that are not coming to the Board to review. A few years ago, a committee spent money in a way that violated conflicts of interest. This simple motion would close the loopholes that allowed that.

Member Input:

John Alexander: He encouraged the Board to allow autonomy to the Executive Director. They are spending within the Board-approved budgets. If the ED approves spending within the Budget, that is her purview. This would be an important precedent and seems like overreach.

Ann Bennet Rogers: She agreed with John Alexander.

Board Discussion:

Jon Steinhart: This motion won't affect management team's ability to spend allocated money.

Paxton: This may not be necessary. Two of the committees are donation committees and they have a charter to collect and spend money. I am happy with ED managing them. What happened in the past was a Board expenditure. It wasn't great, but it was not mishandled to the degree that Jon mentioned.

Indigo: If you want a process for committees submitting budgets, we need to propose such a process. Do committees have to come to the Board to spend every dollar? Would the budget be due at the same time as the Board budget? None of this is in motion, so this doesn't seem necessary now.

Lawrence Taylor: Broad general solutions to specific problems, hard cases make bad law. When we talk about money, we generally hear from our Treasurer. We haven't heard from Hilary about this.

Jon Steinhart: In particular, this applies to two committees, Jill Heiman and Endowment, they get to spend money and never come to the Board and answer questions, such as whether there are any conflicts of interest. We are legally liable for that, and he would like the Board to get to review.

Hilary: Few committees have spending authority. Maybe we should have a conflict-of-interest policy that we ask the committees to adhere to. She understands why Jon Steinhart is proposing this.

Sandra: This is good governance and us doing our due diligence. There have been some problems in the past and this is a safety valve. This is part of our fiduciary responsibly.

Paxton: Hilary's explanation probably convinced him to vote for it, but it still may not be necessary.

John Davis: He agreed with Sandra. This is good practice and due diligence on how we spend money.

Teresa: She is puzzled by what the process would be, even though she supports the idea of our fiduciary oversight. She thinks we need to do something but not sure what.

Indigo: She suggested that the makers of the motion table it and come up with a process and come back with that for consideration.

Jon Steinhart moved and Lawrence seconded to table this motion until the March Board meeting.

The motion to postpone passed: 11-0.

(YouTube video 0:52:06)

Unless otherwise specified in a motion, all appointments to Board Committees, Work Groups, and Task Forces are for renewable terms of three years. The terms for appointments predating this motion end at their next three-year anniversary of their appointment or two years from now, if the appointment date is unknown (Jon Steinhart, Kevin Levy, John Davis and Sandra Bauer)

Jon Steinhart moved and John Davis seconded to specify that unless otherwise specified in a motion, all appointments to Board Committees, Work Groups, and Task Forces are for renewable terms of three years. The terms for appointments predating this motion end at their

next three-year anniversary of their appointment or two years from now, if the appointment date is unknown.

Jon Steinhart: The purpose of this motion is to make it easier for the Board to manage its committees. Our super majority makes it almost impossible to stop something that is started at Fair. For example, in his opinion, the Diversity Committee became a real liability to the Fair, but it was very hard to end it. As an alternative, the Equity Diversity Inclusion and Belonging Task Force was created with an end date, which stopped when we needed it to. We are about to take next steps there. This makes it easier to change committees if the Board thinks that is needed. You don't have to be on a committee to participate. He attends a lot of committee meetings that he is not a voting member of, but he is treated with respect. He has heard people say that they won't volunteer without a lifetime appointment, but he has also heard that some folks won't volunteer because of existing sitting lifetime committee members. Lifetime appointments are not the norm for nonprofits. In coming up with this motion, he talked to dozens of folks involved with other nonprofits and a nonprofit attorney, and only one other organization with lifetime appointments was known, and it's quite dysfunctional. OCF is different, yes, but we're held to the same standards as other organizations. We don't invent our own accounting system, for example. This doesn't touch operational committees. Path Planning is not a Board Committee, so this motion won't affect them. Craft Committee wouldn't be affected either.

AJ: This motion does not mean that we would fire committee members. This is a chance to give an opportunity to new voices as well as honor old voices. This is standard procedure.

Member Input:

John Alexander: He offered a friendly suggestion to specify calendar years to reduce housekeeping. If the Board doesn't agree with the meaning of the motion, that is problematic.

Jonathan Pincus: Our longest standing committee member was Dennis Todd, without whose work we might not be operating right now. All committees deserve a chance to tell the Board how this might affect them before a vote is taken.

Sue Theolass: Committees should have been contacted about this. All of the committees she has been involved with have had good turnover, which is beneficial. Older members blend with newer ones.

Steven Berkson: Speaking as a member, this is not about term limits. A person who has a three-year term could be re-appointed. The norm is to have terms of service. There is a psychological aspect to signing up for a lifetime commitment, which doesn't feel good if the only way out is to quit. This is a very good process. Executing it will be the hardest part.

Aaron Kenton: She likes the idea of the motion. This is an opportunity for housekeeping. It could be as easy as renewing folks in a single annual Board meeting. Three years can go by really quickly. Thank you for all you do!

Ann Bennet Rogers: She has heard Board members say that they spend a ton of time on Board work. She doesn't understand why they want to create more work. She thinks it's important to have continuity. She is on Path Planning and Elders Committee, and she is also a member of LUMP. This could make long-time planning difficult. You can find arguments for and against term limits. Various Boards have grappled with this over the decades.

Aaron Kenton: Maybe the word term should be removed, and we could say “period” instead so it’s not so scary to people.

(YouTube 1:07:10)

Board Discussion:

Indigo: OCF is not like any other nonprofit on the planet, so just because it’s standard operating procedure elsewhere, doesn’t mean we need to adopt it. If we’re talking about “best practices,” this should have gone to Committee Best Practices Committee (CBPC). Who will do all the housekeeping? Will committees track themselves? Will it be someone on the Board? Maybe there are other ways we could eliminate stagnation than this motion.

John Govsky: He suggested a postponement. In principle, he supports the idea, but a change like this deserves more time and discussion. Committees should be able to talk about this. This is not about term-limits. It’s not standard to do lifetime appointments.

AJ moved and Sandra seconded to postpone until the March meeting.

Paxton moved and Indigo seconded to send this motion to Committee Best Practices Committee.

Member Input:

Aaron Kenton: This would replace the motion to postpone.

Jonathan Pincus: It’s important that there is a formal discussion at CBPC. He also suggested that all committees be notified.

Ann Bennet Rogers: She supports sending this to all the committees that this will affect.

Board Discussion:

Lawrence: He wants to see numbers of turnover and stagnation and wants the committees to be able to discuss how it could affect them.

AJ moved and John Govsky seconded a friendly amendment to request that the CBPC come back with a motion at the April Board meeting.

Aaron Kenton: That is a reasonable requirement, so it doesn’t drag on.

Heather Kent: April might not be enough time.

Jonathan Pincus: Please allow until May because they won’t meet in February.

Board Discussion:

AJ: The Board can do work like this, and we don’t need everything we do to go to committee.

Sandra: She doesn’t support sending this to CBPC. They are badly in need of new members. This is pretty straightforward issue. We don’t have to run everything through committees.

Lawrence: May would be reasonable. He will be volunteering to be a member of the CBPC.

Indigo: This is not something we need to rush. She won’t support April, but she could support May.

John Davis: The health of the Fair is important, so we need a deadline. April is good.

Trevor Ross: A deadline is necessary but this is not a rush.

Paxton: He would accept a friendly amendment to move it to May. CBPC is the best place for this to be considered, even though it may not be necessary.

Teresa: She thinks April would be fine. People meet deadlines.

John Govsky: May would be more reasonable. Let's not ram it through so all committees have time to discuss.

AJ: Giving until April or May is not "ramming" something through.

Kevin: CBPC would come back with a proposal, not a firm motion.

**John Davis moved and Jon Steinhart seconded to call the question.
The motion passed: 8-3; Paxon, Lawrence and Indigo opposed.**

(YouTube video: 1:33:22)

The motion to add an April deadline for a CBPC proposal to the Board failed: 5-6; Paxton, John Govsky, Teresa, Lawrence, Kevin and Indigo opposed.

Jon Steinhart: He opposes sending this to CBPC because this motion is for the Board, not committees. He would be happy to postpone it alternatively.

Teresa moved and John Govsky seconded to ask CBPC to give the Board a motion for the May meeting.

Member Input:

Ann Bennet Rogers: She supported the May deadline. This gives committees enough time to discuss, as long as they are notified as soon as possible.

Board Discussion:

Lawrence: This is a kinder approach.

Indigo: Does the Board want a motion or is it research?

Steven Berkson: When any committee sends a motion to the Board, it is a proposal.

John Govsky: Taking more time is reasonable to debate this and have feedback flow back up to the Board.

**Teresa moved and John Govsky seconded to call the question.
The motion passed: 11-0.**

The motion to add May to the motion passed: 11-0.

Member Input regarding referring the motion to CBPC and asking them to return a motion for the May meeting.

Ann: She supported the May deadline.

Amy Hand: Thanks for listening to volunteers when they asked for a May deadline.

Board Discussion:

Paxton: Committees don't make motions, they make recommendations. "Proposed motion" friendly amendment accepted by Paxton and Indigo.

Teresa: It's beautiful to have so many people wanting to serve and volunteer and stay on committees forever. She supports the motion.

John Davis: He likes what Teresa said but he agrees with Jon Steinhart and thinks the Board should work on this instead of CBPC.

Lawrence: In Article 7 section 5, it says that we can delegate work to committees when it is "necessary, proper or convenient." CBPC could help us gather the historical data and come up with a proposal. He strongly supports the committee referral motion.

Lawrence moved and Indigo seconded to extend the meeting to 9:15, if necessary.

Motion passed: 9-2; Sandra and John Davis opposed.

AJ: He agrees with John Davis. This is Board work, but he also understands the committees wanting a say in this decision. Please avoid us versus them language. The Board is comprised of volunteers also, who have been elected to make decisions.

Teresa: She supports getting as much feedback as possible and sending it to CBPC. She hopes they look at how we can encourage new committee participation while honoring the many years of work others have given and find a balance of both.

Indigo: All Board committee work is Board work. She is grateful to all the committees that do so much for us. People get frustrated in committees sometimes because there is contention. Even if our motion returns the same after CBPC processes it, this would be a good exercise to get feedback.

John Govsky: CBPC is down to only two or three people. Bless those that remain! We need feedback from other committees too. We need to respect our committees. We could rely on them more. They allow us to do a lot more work than we could do at our Board meetings.

Jon Steinhart moved and John Davis seconded to call the question.

Motion passed: 11-0.

Motion to send the motion to Committee Best Practices Committee and have them give the Board a proposed motion for the May Board meeting passed: 9-2; John Davis and Jon Steinhart opposed.

New Business

(YouTube video: 2:08:24)

Appoint Felicia Kirsch to the OCF Board seat vacated by George Braddock (Sandra Bauer, Anthony Jackson, Kevin Levy, Jon Steinhart, Teresa Vaughn, John Davis, Trevor Ross, John Govsky)

- 4 Vacancies. Whenever the number of Directors shall for any reason be less than the number authorized, the vacancies may be filled by the affirmative vote of a majority of the remaining Directors. The Board is authorized to fill the vacancy even if the number of remaining Directors is less than the number necessary for a quorum under other provisions of these Bylaws. Vacancies shall be filled at a meeting where prior notice of the matter has been given in the agenda. The term of office of any Director appointed under this section shall be until the next Annual Election, at which time the seat shall be filled by a vote of the membership.

Approve 2026 Capital Improvement Projects (AJ Jackson, Sandra Bauer and Jon Steinhart)

Next Board Meeting will be March 2, 2026, at 7 pm via Zoom

