



FAIR FAMILY NEWS

OREGON COUNTRY FAIR  ONE CREATIVE FAMILY

VOLUME 33 ISSUE 10 APRIL 2026

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FAIR FAMILY CALENDAR

APRIL

- 18 Emerald Ash Borer Site Walk with Jennifer Wells and Aaron Holmes – Forest Succession planning for native bird habitat; noon; if Main Camp is flooded, meet at the Hub

MAY

- 2 Spring Fling, 6-10 pm, WOW Hall
 3 Craft Committee Town Hall Meeting, 5 pm
 4 Board of Directors Meeting, 7 pm, Zoom, live-streamed on YouTube
 6 Fair Family News deadline for May issue
 8-10 Elders Spring Retreat, Alice's, details TBA
 16 Emerald Ash Borer Site Walk, noon, if Main Camp is flooded, meet at the Hub
 30 Sapling Stewardship event

JUNE

- 1 Board of Directors Meeting, 7 pm, Zoom, live-streamed on YouTube
 3 Fair Family News deadline for June issue
 3 Mandatory Food Booth meeting; 6:30 – 10 pm; Unitarian Universalist Church, Eugene; and on Zoom
 6 Main Camp opens for working crews only
 28 Board of Directors Meeting, 4 pm, Zoom, live-streamed on YouTube

JULY

- 10-12 Fairy Wings, Delicious and Delightful Things, Voices Sing; Mosquito Stings

OCTOBER

- 24 Spirit Walk, 3 pm, Alice's

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

KEEP IN TOUCH

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 Eugene, OR. 97401
 (541) 343-4298

FFN@OREGONCOUNTRYFAIR.ORG

INFO@OREGONCOUNTRYFAIR.ORG

OREGONCOUNTRYFAIR.ORG (EVENT INFO)

OREGONCOUNTRYFAIR.NET (BUSINESS SITE)



Become a Voting Member of the Fair



Fill out the [Voting Member Registration form](#) and return it to the Fair's Eugene office, or email it to elections@oregoncountryfair.org

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



Happy Birthday Tauruses



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!

FFN EARTH DAY STAFF



Alex "Solar" Zabala
 norma "Recycle" sax
 Dan "Resilience" Cohn
 Kim "Dirt First" Griggs
 Suzi "Seeds" Prozanski
 Brad "Buy Local" Lerch
 Vanessa "Renewable" Roy
 Mary "Enviro-nut" Doyon
 Trisha "Tree Tree" Burbaum
 Michael "Eco-warrior" Ottenhausen



Sunday Mourning Memorial Service at Fair

Dear Fair Family,

The Sunday Mourning Memorial Service at the Fair is a tradition begun 2015 and held every year, commemorating people who have left the Earthly plane. On Sunday morning of the Fair beginning at 10AM, we meet at “the Junction” of the Eight (near the Drum Tower)—symbolizing the Crossroads, where the Lands of Living and Dead meet, to memorialize members of our Fair Family and relatives and friends of our Fair Family who have left our mortal plane in the past year.

We invite all Fair Family who would like to bid farewell to a loved one, friend, or acquaintance, to join us at the Junction at 10am on Sunday of the Fair.

Some members of the Fighting Instruments of Karma Marching Band will depart from Stage Left to the Junction at approximately 9:50am, marching to only the sound of our drum section. All are welcome to join the solemn march from Stage Left toward the Junction.

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

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

Sammy Epstein

On behalf of Fighting Instruments of Karma
Marching Chamber Band/Orchestra



Attention: Performers of all Kinds

The New Old Time Chautauqua is recruiting musicians and acts for our Parades, Workshops and Vaudeville Variety Show. Join our troupe and experience adventure, community and the arts! One of Chautauqua's founding members and our current tour director is Paul Magid of the Flying Karamazov Brothers. Our 2026 tour will be an Aqua Chautauqua. We are headed to the beautiful islands of the Canadian Gulf and Desolation Sound, B.C., July 16 to August 2, 2026.

Thank You!

Jorjan Plimmer, New Old Time Chautauqua.

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).



Membership Secretary Opening

The Fair is recruiting a Membership Secretary. This position comes with a pass and a parking pass. The right person will have prompt communication, attention to detail and good proof-reading skills.

Please email your letter of interest to ocf-board@oregoncountryfair.org. The deadline to submit your letter is May 1, 2026.

Calling All Tree Huggers

by OCF Management, Forest Stewardship Team, and the Emerald Ash Borer Task Force

Do you know how to identify the trees of the Fair, or would you like to learn? Would you like to help the Oregon Country Fair protect the next generation of forest canopy at the Fair? Join us on Saturday, May 30, from 10 am to 4 pm, at the Fair site and participate in Sapling Stewardship. You will help identify, flag and map young non-ash trees on site.

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



Photo © 2025 Drew Torrente

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

Fortunately, other tree species are able to grow on site — we currently have many Oregon White Oaks and Big Leaf Maples — but these are a lesser component and often overlooked. Every year, we know the Fair family

inadvertently overlook and trample many young seedlings and saplings of non-ash trees that are native and adapted to the site, and that could otherwise become full trees if given the space and time to grow.

We will use customized flagging and mapping to start to demarcate young oaks, maple, and other trees that are crucial to protect now so that they can continue to grow and eventually form the new forest canopy when our ash trees succumb to EAB.

This year we will also be working closely with OCF management to begin the process of identifying areas that are good for planting additional trees and consulting with Fair family campers, crew and booth leaders that want to start engaging in the Fair's long-term forest canopy planning.

In 2026, we're continuing the Sapling Stewardship effort to identify and preserve non-ash trees that are already growing in the 95 acres of the Fair's forest that we use the most — the Eight, Xavanadu and Chela Mela, and camping for Energy Park, Traffic, and South Woods, and adjacent tree-covered areas.

Please join us on Saturday, May 30, at 10 am to help identify, flag and map young non-ash trees on site. Learn what criteria we're developing to identify good places to plant different tree species and help start consultations with Fair family.

Meet at "The Island," which is located north of the bus pickup area, between the entrances to Main Camp and the Recycling Dock. We will provide training, matching up experienced with less-experienced, customized "OCF Stewardship Tree" flagging, and a plan to capture data from our efforts.

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



Photo © 2025 Carlton Ward

Forest Stewardship Volunteers Needed

The Oregon Country Fair is looking for volunteers to support Sapling Stewardship and other forest stewardship activities during the Main Camp period (May–July), including throughout Fair weekend. You can reach us at OCF.Forest.Stewardship@oregoncountryfair.org or join us at the Sapling Stewardship event on May 30.

We're especially interested in volunteers with experience in tree identification, habitat assessment, arboriculture, forestry, environmental education, or integration of GIS and field data collection. Familiarity with the OCF site is a plus. We also welcome folks already involved with stewardship efforts—such as VegManECs, Site Crew, Tree Team, Arborists, the OCF Biodiversity iNaturalist project, LUMP, or the EAB Task Force—but this opportunity is open to anyone who has attended the Fair and/or can provide a Fair family reference.

A limited number of trade passes are available for volunteers who can contribute significant time—for example, ~80 hours pre-Fair, ~20 hours during Fair (Thursday–Monday), or a combination of the two.

If you already have a camping pass—or don't need one—we'd still love your help, whether as part of your existing volunteer role, or by contributing extra time. Volunteers in this category can expect camaraderie, pre-Fair meals, worker day passes as needed, and opportunities to stay involved as this effort grows. Extras, like a t-shirt, hoodie, or even your SO pass gratis for the year, may also be available.

If you're interested, please email us with a brief note about your experience. If you're hoping for a trade pass, please also include a Fair family reference and a rough sense of your availability during Main Camp and Fair weekend.





Top 10 Reasons for Riding Late Night Trips

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

So veteran and potential Trippers, please fill out the [2026 Registration Form](#) and read through the [2026 FAQ Sheet](#). You can fill in the Registration Form on your computer; print it out; and then along with your check, snail mail it or drop it off at the OCF office. The FAQ Sheet will answer all your most puzzling questions.

See you on the bus,
Jerry Joffe and Roy Burling

2026 SCOF Lot Camping Policy

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.

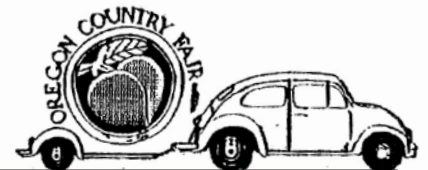
If you arrive at the SCOF Lot gate to camp but do not have pre-approval, and there is no remaining space, your camping vehicle must either leave site or park in Outta Site and not be used for camping.

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.



Do You Need New Crew Members?

The Volunteer Support Crew is here to help you find new volunteers for your crew. We can offer access to a list of available volunteers and/or help you pre-screen candidates with the time and skills you are looking for.

You will always have the final say on any new volunteers you bring into your crew.

Email us today at volunteering@oregoncountryfair.org

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



Sound Bites

by Andy Goldfinger, Station Manager and Program Director, KOCF

KOCF's role as a community radio station continues to increase in importance, given the current landscape of radio in the United States. Clear Channel owns over 1,200 radio stations and reaches 201 of the 287 available markets (70 percent of the radio stations in the country). Cumulus Media reaches another 70 of the possible 287 markets. Two companies now reach 94 percent of the available radio markets in the United States.

Thankfully, community radio is thriving around the country in spite of the demise of the Corporation for Public Broadcasting. In the current climate community radio has become one of the most significant voices in the nation.

Recently, KOCF made some programming changes and it would seem that they are being received positively by our listeners. A couple of them took the time to send us the following emails. From the station website:

"Greetings and congratulations. Please direct this message to those of you who give me so much happiness every-day with your music. Often, I recommend KOCF to all my friends here in Tucson and all around the world. I tune in daily via Radio Garden. Take a bow for creating such a fine radio station." Jim Williams.

"What an outstanding service you give the community. I will be donating, thank you so much!" Jeffrey Adams.

Words cannot possibly express our appreciation for sentiments like this. As a station that is currently comprised entirely of volunteers, every single person takes such immense pride in the work they do, whether producing shows, running operations or engineering to keep us going 24/7. Thank you.

In other news, we will be participating in some

upcoming events. On May 8 (this date may change) we have been asked to be in attendance at the premier of "Steal This Story, Please" with Amy Goodman. We anticipate that Amy will be at the Eugene premier at the Metro Theater Downtown. For those of you who are unaware, Amy Goodman is the host of Democracy Now, which KOCF carries Monday thru Friday at 7 am and 11 pm.

KOCF will also be in attendance at the Spring Fling on May 2 at the WOW Hall, giving away swag and generally saying hello. And, keep your eyes and ears peeled for the KOCF Film Festival coming up the month of August, at the Art House in Eugene.

We have also been added to the TuneIn and Rocket apps. I am still working on getting on iHeart, but they are a tough nut to crack (I have been trying for several years).

The hits just keep comin': Recently, KOCF partnered with Threadbare Print House for our new shirts and they have been very generous with their support. They want to extend that support to OCF Crews by offering a discount for

any crew shirts. Contact Amy Baker at Threadbare (amy@threadbarepress.com) for any additional information.

Locally produced programming and community involvement continue to be the cornerstones of KOCF. If anyone is interested in doing a show and can make the time commitment, then I would love to hear your idea and find a spot in our programming. We continue to find engaging new partners and cannot thank the Fair enough for their unwavering support though the years. As always, be well, stay tuned, and see you on the airwaves.

THREADBARE

OCF CREW SPECIAL

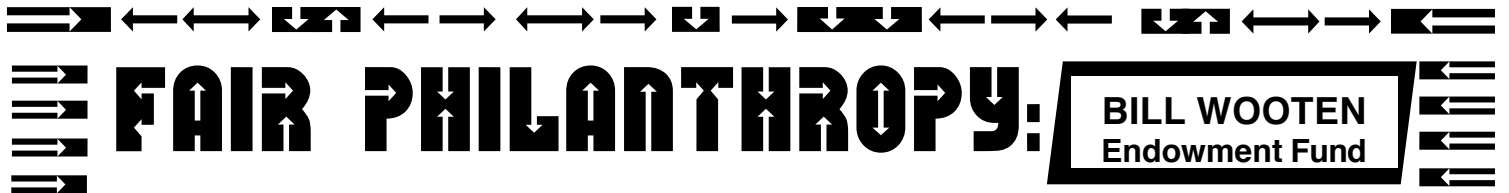


15% OFF

EMAIL MADISON@THREADBAREPRESS.COM
TO GET YOUR ORDER STARTED!
MINIMUM ORDER QTY: 24



We are seeking donations from Oregon Country Fair makers and chefs for the Spring Fling raffle baskets. Please contact Vanessa (vanessa@oregoncountryfair.org) or Melissa (melissa@oregoncountryfair.org) if you would like to donate an item or a gift certificate for the raffle/silent auction. We could use a little help at the Spring Fling too. Reach out if you would like to sell raffle tickets or work with us on setting up and cleaning up. Thank you ever so much..



OCF Announces 2026 Endowment Fund Recipients

The Oregon Country Fair Bill Wooten Endowment Fund has awarded a total of \$20,000 in grants to nonprofit organizations serving youth in the Fair’s neighboring Fern Ridge area. This funding tangibly represents the Fair’s deep appreciation of our home community. Endowment Fund-supported projects reflect the Fair’s commitment to the arts, education, cultural diversity, peace, community building, and the environment.

Culture Jam

Fern Ridge youth will receive scholarships to attend the annual arts-based empowerment camp for teenagers at the Fair site. Culture Jam helps each young person discover their talents in a supportive environment, connect with diverse perspectives, and experience the natural world.

Elmira Elementary School

FUNDamentals of Acting will involve all students in a confidence-building, playful exploration of the core elements of theater. The grant will also fund the purchase of a portable stage that will support a wide range of school and community events. Students will showcase their work at an “Informance” for families and the community.

Lane Arts Council

Frogscapes with Henri Matisse will integrate art and science in helping all Veneta Elementary students explore bold color, shape, and composition through the cut paper style of Henri Matisse. Each student will create a layered rainforest collage that can be displayed individually or assembled into a collaborative “class rainforest.”

SMART – Start Making A Reader Today

Community volunteers will be trained and supported in helping students at Elmira and Veneta Elementary Schools develop a love of reading, with books that represent diverse identities. Teachers report increased reading engagement and confidence, which are closely linked to overall literacy achievement.

Wordcrafters

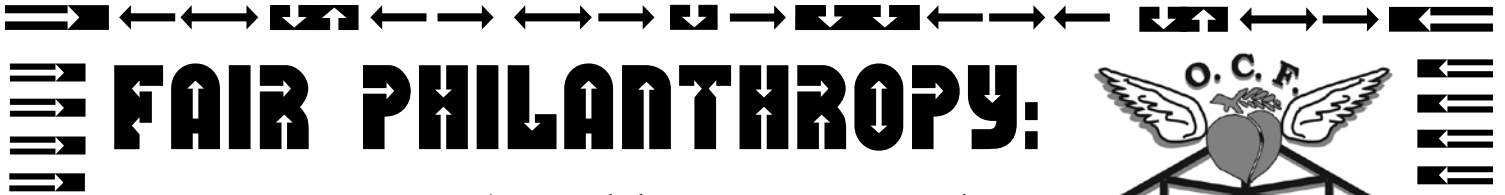
This collaborative project with Elmira High School will engage all ninth- and twelfth-graders in creative writing residencies focusing on spoken word. Educators welcome Wordcrafters’ residencies for their proven ability to engage students and enlarge their writing experience and skills, which helps build school success.

The annual Leslie Scott Imagine Grant Award is given to the funded project that best represents former OCF General Manager Leslie Scott’s contributions to the Fair, which include providing opportunities for youth, reaching out to our neighbors, and nurturing creativity. This year’s awardee is Elmira Elementary School.

The Fair also supports community-based nonprofit organizations through both the Jill Heiman Vision Fund and Board Donation Grants. To date, the Fair’s total philanthropic giving total is approximately \$2 million.

The Oregon Country Fair was founded in 1969 and is a not-for-profit 501(c)(3) corporation with an educational mission promoting community-based cultural activities. The Fair hosts its celebrated July three-day annual event on its own site located on more than 350 acres along the Long Tom River between Veneta and Elmira.





Lane County's Wild Heart is Under Attack & CLDC is Fighting Back

submitted by the Civil Liberties Defense Center



From the ancient old-growth ecosystems of the Willamette National Forest to the wild Pacific coastline to the towering Cascade Mountains, Lane County is home to beautiful and diverse landscapes. While the region attracts visitors from all over the world, it is unsurprisingly the community's passion that protects and preserves this natural beauty. For decades, Lane County has stood out across the state for its environmental activism, often powered by students, frontline organizers, and grassroots movements who understand that these forests, waterways, and species are not only majestic, but irreplaceable.

The Trump administration has enacted sweeping rollbacks of environmental protections — not through proper legislative processes, but through executive orders that, by design, fast-track contracts for Big Oil and other extractive industries; derailing the shift to clean energy, and destroying the places that so many call home. In early 2025, this administration moved to expand old-growth logging on federal lands, weaken the Endangered Species Act, gut Clean Water Act protections, and greenlight oil and gas drilling — all of which will have disastrous consequences for the beautiful landscapes across Lane County. So far in 2026, among other continued assaults on environmental protections, the White House repealed the endangerment finding, which allows climate denial the breathing room it needed to become an actual U.S. policy.

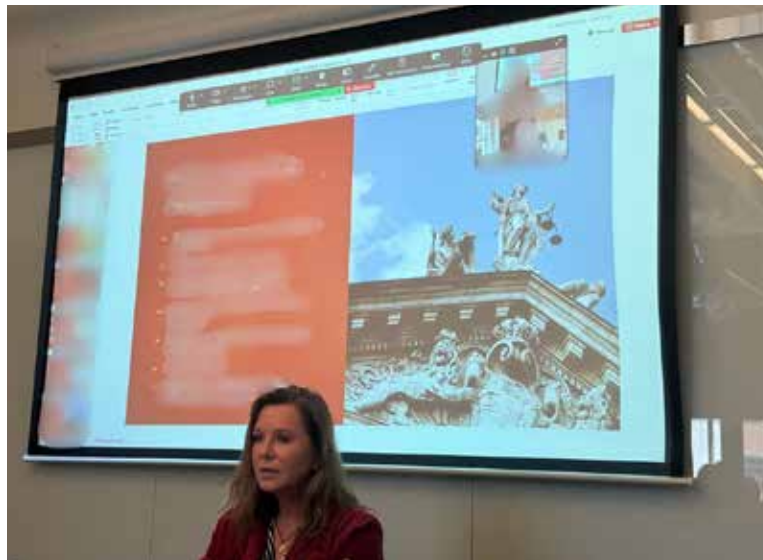
Unfortunately, this does not come as a total shock. Fossil fuel industry support played a significant role in Donald Trump's 2024 reelection campaign, with oil and gas interests donating at least \$75 million to his campaign and affiliated political groups.

These are not abstract or random policy changes — they are targeted threats to the natural resources we all rely on, that so many people have fought to defend. At the same time, this administration has increased surveillance and criminalization of the frontline groups who are fighting back. Let's also not forget that a key tenet of our democracy is checks and balances, and separation of powers among the branches of government. Without these protections, the situation could easily become more dire, but this is where Civil Liberties Defense Center (CLDC) comes in.

For more than 20 years, CLDC has been a trusted ally of environmental and social justice movements. We have been proudly headquartered in Lane County since our founding! CLDC is committed to building a stronger, more resilient environmental and climate justice movement that can withstand state and corporate repression and challenge efforts to silence dissent.

Although CLDC is headquartered in Eugene, it is one of the only organizations nationwide that is uniquely positioned to respond to threats against activists in the courtroom

and in the streets. Our attorneys are nationally recognized experts and innovators in environmental and movement law. In addition, we are one of the only organizations in the country that provides direct



Lauren Regan, CLDC Director of Litigation and Advocacy, presents "Risk & Resilience in Troubled Times: Armor Up Against Authoritarian Threats to Orgs & Activists," a workshop at the Public Interest Environmental Law Conference in Eugene in March 2026.

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legal representation paired with legal education and training, and a readiness to respond when urgent legal needs arise in frontline activist spaces. From defending Weelaunee forest defenders in Atlanta, to NoDAPL water protectors in North Dakota, and anti-NLG pipeline activists in southern Oregon and across the nation, we don't just litigate – we train and prepare communities to protect themselves and stay safe(r) in the face of authoritarian threats.

Despite our national focus, a large amount of our work is centered in Lane County and with local activists, giving in-person trainings, representing local climate and anti-ICE activists in the courts, and networking with local organizations to help ensure resiliency of local movements.

CLDC's trainings include:

- Know Your Rights & Risks —Constitutional rights and how/when to assert them.
- Digital Security — Best practices and tools to resist state and corporate surveillance.
- The Necessity Defense in Climate Cases —What activists and campaigns should know about successfully using this defense in court.
- SLAPP Suits for Activists — How Strategic Lawsuits Against Public Participation (SLAPP) are utilized in attempts to silence activists, organizers, and movements, and how to fight back against them.
- Legal Observers — Training in how to support civil rights and discourage police misconduct during protests, marches, or other actions.
- Train The Trainer — Advanced training for movement and community leaders to learn how to teach our trainings and share within their own networks.

In 2025, CLDC held dozens of free legal trainings, reaching thousands of people in Lane County and across Oregon, in addition to delivering webinars through our popular online library. (We currently have more than 70 publicly available webinars.)

Recent workshops have been among our most well-attended ever! For example, in November 2025, CLDC lawyers spoke about constitutional rights to assemble, speak, and protest to an overflow crowd of 250 at a community organizing event in Eugene. Our trainings continue to fill up and max out spaces.

CLDC is also working to expand and adapt our legal resources to meet the growing needs of environmental and climate justice activists. We are revising and expanding our Climate Critical Infrastructure Primer to help activists navigate the 22 state laws criminalizing climate protest – For example, laws that use terrorism statutes to protect fossil fuel profits while disproportionately targeting environmental justice communities.

We are so grateful to the Jill Heiman Vision Fund for partnering with us to expand our services to our Lane County community. The Fund's support has enabled us to increase access to and participation in our Know Your Rights & Risks workshops and Legal Observer trainings that help Lane County activists make informed decisions, better protect their rights, and continue campaigns, while mitigating legal risks.

Two of CLDC's three attorneys are also recipients of the University of Oregon Law School's Jill Heiman award for public interest law, and we deeply respect and honor her memory as a pioneering attorney fighting the good fight. Funding from Jill Heiman keeps CLDC in that fight — allowing environmental and climate activists to be bold.



Native Plant Distribution Program Shares Love of the Environment

submitted by the Siuslaw Watershed Council



The Siuslaw Watershed Council is a nonprofit organization dedicated to the restoration, protection, and stewardship of the Siuslaw Watershed. Founded in 1977, the council has worked with a diverse group of landowners, stakeholders, partners, and industry representatives to improve and protect the watershed.

Shortly after the council was founded, the Native Plant Distribution (NPD) program was established. It

began with a handful of dedicated council members who secured funding for a tree giveaway aimed at helping landowners restore their streamside areas. Over time, this effort has grown into SWC's longest-running program, now distributing approximately 10,000 native plants annually. Thanks to grant funding, the program is free to landowners with property in riparian areas within the Siuslaw Watershed.

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Why plant native plants? Native plants provide big benefits: They outcompete invasives, support pollinators, cool streams, and create habitat for wildlife.

These trees and shrubs are planted along streams and lakes to stabilize banks, reduce erosion, and filter runoff before it reaches the water. They help keep streams cool for aquatic species and, over time, contribute to habitat for salmonids by adding structure when mature trees fall into streams. Together, these plantings also create important wildlife corridors, supporting the long-term health of the Siuslaw Watershed. It also just feels good!

This year, funding for NPD was more limited than usual, which meant the program relied heavily on supplemental funding secured in advance, including support from the Jill Heiman Vision Fund. These funds supported staff time to coordinate the event, plant materials, and restoration crew assistance for landowners with planting.

Our largest volunteer day saw a record turnout, with more than 40 people showing up to assist with plant order assembly. The turnout was so strong that we were able to finish preparing orders before lunch, which was catered by Organic Noodle.

new participants, while the majority were returning participants, demonstrating continued community engagement and support for the program. In total, approximately 9,281 plants were distributed, with only 77 red alder remaining after the event. Those remaining plants were installed at a restoration site near Whitaker Creek, ensuring that no plants went to waste.



On Valentine's Day, more than 40 volunteers gathered with staff on the front lawn of the Siuslaw Watershed Council's office to staff assemble orders of native plant species and distribute them to planting partners.

The distribution day itself fell on Valentine's Day, making it a fitting opportunity to share a different kind of love — one for our environment and community. It was great to see so many people come together to volunteer, pick up plants, and support native planting efforts. While there is usually a species that doesn't make it due to nursery shortages, we were still able to offer 29 different trees, shrubs, and forbs.

We had a total of 108 orders placed— a seven order increase from last year. Of those, 25.3 percent were



A completed Native Plant Distribution order, including trees, bamboo stakes, and protective tubes

This year's Native Plant Distribution was funded by the Coast Range Stewardship Fund, Bonneville Environmental Foundation, Jill Heiman Vision Fund, Oregon Wildlife Foundation, and private donors. This program would not have been possible without your support. Thank you to our volunteers, staff, and board members.



A Siuslaw Watershed Council staff member partnered with a volunteer to assemble a Native Plant Distribution order that included willow.



The Hat People

a collaborative story circle with key parts written by Carol Young, Jim Young, Jacob Young and Rose Young; coordinated and edited by Suzi Prozanski, Fair Family News

Hat People was founded in 1978 by Carol and Jim Young, who are quickly approaching their 50th year of hat-making. Their booth near Main Stage has developed quite a following for their versions of classic newsboy and sports caps; as well as other original designs to suit the seasons. The hand-sewn hats are made with all-natural fabrics: wool, cotton, linen and hemp. Hat People is a family-run business with deep roots in the crafts movement that gained traction with the founding of the Oregon Country Fair.

In the late 1960s and early '70s Jim was studying art at the University of Oregon.

One sunny weekend in the fall of 1969, he and some friends set out to find a Renaissance Faire they had heard about. Sure enough, vendors were dressed in Renaissance garb. The vibe was fresh, inspiring, and peaceful. "We had a fine time," Jim said.

In May 1970, Jim attended the Renaissance Faire on Crow Road, which had edgier vibes that reflected the times.

"That was a wild one," Jim says. "People offered free food, including a campfire with a huge cast iron cauldron of vegetable soup. They said, 'Help yourself!' so we did."

Further along the path, Jim saw a crowd gathered around an ornate hookah barrel with a dozen garden hoses snaking out of it! You can put a lot of smoke in a garden hose. He also remembers a guy walking around with a real sword on one hip and a brick of hash on the other. "You could just walk up and he would draw his sword to carve you off a little chunk. It was SO crazy!" Jim recalls. "We had a fine time."

During this period Jim was creating pottery in art classes and doing leatherwork to make ends meet. The only regularly available venue in those days was the terrace of the Erb Memorial Union. It was there that his career as an artisan began.

In October 1970 when the Fair moved to its present location on the Long Tom River, Jim signed up to sell leatherwork and pottery. He set up near a blackberry patch at the center of the Eight and felt right at home. That Fair was also remarkable! "It started pouring rain and the roads, freshly carved through wet soil, turned into deep mud," he recalls. "It was fun, but thankfully I've never again needed to wade so far in knee-deep

mud. What a night! We had a fine time."

A few years later Jim left school and landed a job as a salmon fisherman on a boat out of his hometown of Brookings, Oregon. At the end of the salmon season, he moved into a two-room cabin 18 miles from Galice that his fishing partner had found on an old mining claim. Jim rented the cabin on Silver Creek for a dollar a year. His grandparents, who had lived through the Depression, supplied him with a few basic necessities for living off-grid: a grist mill for flour, a griddle for the wood stove, a treadle sewing machine, and numerous jars of home-canned produce.

Jim also had the good fortune to have a benefactor who agreed to trade paintings in exchange for the cash Jim needed for art supplies. His first opportunity to sell his work was the first Roseburg Spring Fair, where he sold all of his paintings to hippies and straight folk alike. What a surprise!

In winters when snow made the mountain roads impassable — sometimes for months — Jim wrote songs, played his guitar and painted. He ground his own flour to make pancakes and had a good store of root vegetables. He piped in water from the nearby stream, christened "The Fountain of Youth."

"Being so remote, I didn't get many visitors," Jim says.



TRUE FAIRY TALES



Jim and OCF patron at Main Stage Field in 1987. Day time duty for Jacob's carriage.

“So I started a tradition on July Fourth of having a big party for friends and family. It was always a big to-do.”

Jim met Carol in the fall of 1976 through mutual friends. Carol was driving home to California after picking apples



Carol dancing to the music, 2004.

in Washington state — among other summer adventures — when she stopped in Merlin, Oregon, to visit a friend. Jim happened to be visiting, too.

Carol shared some magic mushrooms she had picked and everyone went dancing that night.

“I could tell Jim was a really good dancer,” Carol says with a smile. “I kind of fell for him with the dancing. I went out back with him for a little while and when we came in, I proposed to him. I said ‘Let’s get married, what the hell.’ He said ‘Yes!’ It was an awesome first date!”

Later, Jim asked Carol to stay at the cabin for the winter while he went to school in Utah. Shocking even herself, she said “Yes.” But first, Jim agreed to join Carol for the rest of her trip back to Sausalito to retrieve her belongings.

Carol was living on a boat that was part of the funky bohemian houseboat community on the mudflats of Richardson Bay. She had studied painting at the San Francisco Art Institute in the early ’70s and was renting an art studio in Sausalito.

When they got to Richardson Bay, they found that Carol’s leaky old tugboat had sunk after Carol and her ex both left for the summer. Friends had hauled the boat up onto a beach, and Carol and Jim had to time their visit during a low tide at midnight to salvage her belongings.

They sold as much stuff as possible at the Marin City Flea Market and then stocked up on mountaineering supplies at an army surplus store. “For some reason I spent \$50 on wool socks, really tall thick ones,” Carol says. “I had to have those socks.”

Jim and Carol moved into the cabin together in November 1976. And Jim stayed, deciding not to go to school in Utah after all.

They got married at Jim’s annual Fourth of July gathering in 1977. “My mom was coming to visit,” Carol says, “and we got Jim’s grandparents and his mom and her husband to show up. They arrived down that bumpy dirt road in a Lincoln Continental, with a feast, buckets of Grannie’s flowers, and a wedding cake in the trunk.”

Jim’s friends knew to show up at Silver Creek for the July Fourth party, so they already had the guest list. There was a misunderstanding about the officiant, but someone else performed the rite with all the guests there.

“We just had to visit the local judge the following week to make it official,” Carol says.

“When we went on our honeymoon, which was camping down the creek below the falls, I made a drawing of Jim sitting on the beach naked,” Carol adds. “He had this little blue jean hat on. I called it ‘My New Husband.’”

In the spring of ’77 they traveled to Portland so Jim



Yuval, Peter, and Jim pose before our newly completed Sunburst, 2009.

could earn money working on houses with his brother. When Jim, his brother and his brother's girlfriend went to work at their daily jobs, Carol played housekeeper and savored the springtime, toting her sketchbook around the city to draw what she saw. She matted up a bunch of her drawings and took them to the Portland Saturday Market to see if anything would sell.

"I traded some of my artwork for two little blue jean



Jim and Rose doing booth construction in 2023. Peter made the sunburst several years ago, these guys made a window in it and shored up the floor.

hats," Carol says. "We wore them around all summer, and our friends fell in love with our hats and tried to steal them. So I said, 'I can make those!' We had Granie's hundred-year-old treadle sewing machine and my hand-crank Singer."

In Sausalito, Carol had sewn drawstring bags and sou'wester hats out of marine canvas she had found for free, so making blue jean hats was an easy next step.

"We bought irons at yard sales and cut off the cords," Carol says. Back at the cabin, they'd crank up the wood cookstove to heat the irons. "And we just started doing it," she says.

They would stuff the hats into a duffle bag and head to town, or points north or south, visiting friends and family, Saturday Markets, flea markets, and the Venice boardwalk.

They dubbed their highly modified VW Bug "Rolling Thunder." The hat display — a manicured Manzanita

tree branch that could be clamped onto any table — rode on top.

"We were in biz!" Carols says. "Anyone asking about hats could get an impromptu showing, even in a parking lot.

"It was pretty rudimentary, but we had a lot of fun," she adds. "We always stayed with friends or relations, and if they had an electric sewing machine, we would set up shop in their home. Since I was still figuring out patterns, I once mistakenly tried to simplify the bills by changing the shape, flattening one side instead of a concave edge. This resulted in a whole slew of hats with bills that hung down right into your eyes instead of shading them. They were quite colorful and popular, but I never made that mistake again!"

For Hat People's first Oregon Country Fair in 1978, they clamped the Manzanita branch onto an old steel wheelbarrow, hung hats on the limbs and took to the pathways as strolling crafters. Their friend Linda, a candle-maker near Main Stage, invited them to camp and store their cart overnight in her booth.

They missed the 1979 Fair because Carol was pregnant with Jacob, who was due that August. At the 1980 Fair, they used an old-fashioned pram — Jacob's baby carriage — for strolling the paths. They attached the Manzanita branch to the top of the pram, loaded it with hats, and Jacob came along for the ride.



Rose poses among the hats hanging in the booth, 2014.

The next year Jim built a sturdier cart, but the Fair's pathways got so crowded in the 1980s, it was nearly impossible to move the cart anywhere but in the Main Stage meadow.

At night they returned it all to their camp, which over time was in different locations. One memorable spot they called "Dagobah" or "Dagobottom," a somewhat swampy bit by Main Stage. They also camped a few times in Entertainment Camp and wheeled the cart down the

hill each morning.

In 1992, a booth near Main Stage became vacant. Fair folks assigned Hat People to the spot, which happened to be right next to Linda's candle booth. They petitioned the Fair to be able to make it "our booth," Carol says, and it all came together with Linda's help. The rest is history.

"In 1993 we really began to inhabit the spot. We had our first construction party and built the loft," Carol says. "Several years later our friend Peter engineered



Jacob helps a patron find a hat, 2015.

the sunburst on the front. We also hosted our first OCF Shabbat on Friday night, which has become a tradition at Fair, and which has brought us many new Jewish friends from far and wide. There we are, singing, lighting candles and dancing, right there on the main path!"

From the start, Hat People quickly branched out beyond basic upcycled blue jean material.

"Jim's Grannie lived near the Pendleton mill in Washougal," Carol says. "Her friends started offering us their wool stashes. Finally, we realized we could go to the mill and buy our own wool!"

For years Hat People purchased wool fabric directly from the mill. Jim got to know the managers so well they would save special pieces for him. But businesses change. By the 2000s, Pendleton had switched its manufacturing priorities, and Hat People needed to seek new sources. Also around that time, many factories went offshore, and

fabric made in the U.S.A. became harder to find. Now Jim and Carol always keep on the lookout for fabric. Local quilt clubs, yard sales and the internet have been helpful.

Their kids, Jacob and Rose, joined as partners in 2010. Both have attended the Fair since they were small and brought various artistic offerings as kid crafters. Growing up around the Hat Studio gave them plenty of inspiration for sewing and making art for fun and livelihood. Rose did her first sewing project at age 3 and loved playing in the studio, designing clothing and creating imaginative projects.

She became known for the lavender bouquets she brought to the Fair as a child crafter. Having studied painting and sewing, she became quite accomplished. At 18 she juried in clothing of her own design and has since started a line of colorful, lightweight cloth earrings. A few years ago, she met her partner, Johnny, during pre-Fair, and they have since started a family. Jim and Carol are thrilled to be grandparents.

Jacob fondly remembers being a kid crafter. When he was 5 years old, he sold "paper crystals" (snowflakes) for a nickel, and once famously made \$20.

Around the age of 8, he learned to make God's Eyes, and when Rose was close to that age, she made them, too.

"The God's Eyes were my first taste of being a production level artisan," Jacob says. "I got really good at them and they sold well. A weaver friend gave us a huge



Hat Guy Jim in his original Leaf Corps Hat, sitting in full lotus as usual.

tub of short ends and edges — beautiful yarn, dyed and textured. We have bamboo on the property, and I used small twigs for the cross pieces. I started learning to combine colors.”

In 1985, Hat People moved to a small farm near Talent, Oregon, that they dubbed the “Hat Ranch.” Being near Ashland, Jacob found his way into local community theater. Although he never performed with the famed Oregon Shakespeare Festival, between the ages of 10 and 14 he appeared in several shows around town.

“In all my life,” reflects Jacob, “the only times I missed the Fair were my years as a young actor and a college student. You show up at the Fair and it’s just awesome, and there’s this incredible prosperity going on everywhere. When I was young, it’s all about smoothies and selling crafts and seeing shows. As a teen, you are given a golden ticket to the best party on Earth. It’s just spectacular for all ages. As soon as it’s over, you go ‘Oh my gosh, I can’t wait until next year!’”

At Antioch College, Jacob studied wholistic academics, Spanish, and Japanese language/culture. He earned his MFA in creative writing-fiction at Naropa in Boulder, Colorado. He continues to refine his artistic approach through hat-making, writing and acting.

After finishing school, he began working full time with Hat People, building his studio base in the Portland metro area. During most of the warmer seasons, he vends hats regularly at the Vancouver Farmers Market and the Portland Saturday Market.

“My recent contributions to Hat People include an annual online newsletter, the revisioning of our websites and social media presence, evolving a voice from the Hat Garden, exploring the relationship of hats to lifestyle, and reviving a Hat People favorite —The Safari Hat,” Jacob says.



The Hat People booth crew, 2023.

Carol has a bucket list that includes visiting the Scottish islands where Harris tweed is made in wee cottages on small farms, and to Lago de Atitlan to meet the weavers of Guatemalan Jaspe cloth. “We are definitely textile connoisseurs! Always seeking something useful, durable and different,” she says.

“As we near the fiftieth year of Hat People, we are feeling that perhaps we have done something right,” Carol adds. “We make a product that people really use and like so much that they come back for more! The hats become a part of people’s lives. We love to hear and share the stories our customers tell about their hats. One of our current tasks is to transmit the vision and skills that make the whole thing run smoothly. Jacob is working hard

to assimilate the data. It will probably take a somewhat different shape in his hands, but that is to be expected. If we all can do our parts with patience and a sense of fun, we may yet sustain Hat People into a second generation.”

Hat People have been making artisan hats at their Oregon family homestead since 1978. Find them at:

www.hatpeople.com

<https://www.newsboycap.com>

www.hatgarden.com



Send Us Your Fair Stories!

by Suzi Prozanski, Fair Family News

It has been my honor and a heck of a lot of fun to document the Fair's beginning decades in my two books, "Fruit of the Sixties" and "Brigadoon of the Sixties." I owe a lot to the help from Fair folks who agreed to be interviewed, who helped with the interviews, who transcribed those interviews, and who shared their photos.

But those stories covered only the first part of the Fair's 50-year history. There are three more decades of stories out there in Fair-land — a new generation with your own stories to tell!

The Fair has grown so much, it's impossible for one person to keep up with it all through interviews. Instead, I'm asking Fair Family to help out by telling us your stories in Fair Family News. We had a good run of stories for the Fair's 50th anniversary. Since then, there have been new anniversaries for booths and crews every year!

If your booth or crew has celebrated an anniversary milestone, please write about that and include 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, too. 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 allows 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!

Suzi Prozanski is the author of "Fruit of the Sixties: The Founding of the Oregon Country Fair" and "Brigadoon of the Sixties: Revelry & Kerfuffles at the Oregon Country Fair." www.suzipro.com



TRUE
FAIRY TALES





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- 4/20 - Fleshwater + Julie
- 4/24 - Crash the Cottage
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**Board of Directors Bylaws and Membership Work Session
March 9, 2026, 7 pm**

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

Zoom remote online and live streamed on YouTube

YouTube recording link: https://youtu.be/FgkEjNeO_5g



Board Directors present: Anthony “AJ” Jackson (President), Trevor Ross (Vice President), Lawrence “LT” Taylor, Felicia Kirsch, Sandra Bauer, Paxton Hoag, Zahra Indigo Ronlov, Kevin Levy, Jon Steinhart, John Govsky, John Davis and Teresa Vaughn. Other Board officers present: Anna DiBenedetto (Recording Secretary). Staff present: Kirsten Bolton (Executive Director), Vanessa Roy (Marketing Manager) and Steven Berkson (Facilitator).

Agenda Review

The Board approved the March 9, 2026, agenda by unanimous consent.

Jon Steinhart: The Fair has really grown, and a lot of things don’t scale well to our size. These changes follow other changes that were made about online elections. There are also some other minor things that need to be fixed. His team that does software needs to understand what the Bylaws mean in order to do the programming in the database. These changes would make their lives easier. (Editor’s note: **Wording to be changed appears in red type**; and **suggested changes are in green type**.)

(YouTube video: 0:19:36)

V.2 Members — Eligibility and Admission

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

What does it mean to be registered with the OCF?

Suggest “has an account on the Fair’s database system with up-to-date contact information.”

Member Input:

Jonathan Pincus: We still have members that are not fully in the electronic age. Revisions need to include the ability to allow members to have rightful functions in writing. Changing the wording to including the electronic options is fine, but eliminating the written option is not inclusive. Elders Committee should have a chance to review and discuss the termination proposal. Please don’t vote tonight. Three minutes is not enough time. He will be writing his comments to the Board as well.

Steven: There is no voting tonight.

Kirsten: Frank Gipson was the attorney who looked at this. He is one of several OCF attorneys.

Lisa Parker: She is the Chair of the Bylaws Committee. She cannot stay for the whole meeting, but she wanted to say that the Bylaws Committee was not included in any of this work. She was

expecting some Bylaws housekeeping once electronic voting began. However, she is concerned that the effect of most of these changes will remove the ability to vote by paper ballot via USPS. That was one reason she supported moving to electronic voting — there was a promise not to disenfranchise any members. For the purpose of the term “written,” email counts as written communication, so we don’t need to get into the weeds on that. Her overall hope is that the Board will review these recommended changes. Some are appropriate, but some are concerning. She hopes that Board assigns a review to the Bylaws Committee. In addition to the issues they pointed out to the Board in 2023 after they completed a comprehensive review, they sent a document to the Board with suggested ideas for the Bylaws Committee to look at.

Steven Berkson: Speaking as a member, not Facilitator, he does not think it’s best to reference the database. Instead, just say “registered with the OCF” and then describe a policy elsewhere to elaborate. What if the database crashes or we change systems? Bylaws should be more general, and policies can cover the rest.

LT: Agrees with Steven.

Heidi: She wanted to answer the question posed on the page: Being registered with OCF means that they have submitted membership information and have requested to be a voting member.

Aaron Kenton: It could say “Fair’s membership system” instead of database.

Ann Bennett Rogers: She agrees with Heidi. She is surprised that the Bylaws Committee was not involved in any of this discussion.

John Govsky: It’s not necessary to reference the database in the Bylaws. It could be in a policy. It’s too micro.

(YouTube Video: 0:30:25)

V.2 Members — Eligibility and Admission

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

*What is an **other Fair camping pass**?*

Suggest removing.

Member Input:

Paxton: Other Fair Camping passes are photo IDs and some of the photo IDs do not have wristbands.

V.2 Members — Eligibility and Admission

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

How do we know?

Suggest “is recorded as having received a wristband or worker day pass in the Fair’s database system.”

Member Input:

Heidi: This has been the responsibility of the Membership Secretary, when we have one.

Steven Berkson: Speaking as a member, this could be in a policy and does not need to be in the Bylaws.

Aaron Kenton: “Fair’s recordkeeping system” would cover all eventualities.

Ann Bennett Rogers: She agrees with Steven Berkson.

V.2 Members — Eligibility and Admission

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

The mechanics of being an elder don’t need to be here.

Suggest “listed as an elder in the Fair’s database system.”

Member Input:

LT: Lisa informed him that the attorney who looked at this when the last rewrite went in suggested to add the “in accordance with OCF Elders policy,” even though it wasn’t super clear.

(YouTube 0:33:52)

V.2 Members — Eligibility and Admission

c) It is the **responsibility of each member to file an initial registration form** with the OCF and to promptly notify the Membership Secretary of any changes in the member's preferred contact information (which may be a street address, a mailing address, or an electronic address) for notices and other messages from the Fair. The OCF shall direct all notices required pursuant to these Bylaws, the Articles of Incorporation, or Oregon law to each member using the most current information provided to the Membership Secretary.

Suggest “One must apply to become a member using the Fair’s database system.”

Member Input:

Heidi: Not everyone can use the Fair’s database system.

Jon Steinhart: Other than that, we should change the language to something about “each prospective member” because if you can’t be a member until you file an initial form, you can never become a member, so we need to clean this up.

Steven Berkson: Speaking as member again, he agrees with Jon and rather than fill out a form, we could say “register with the Fair, in accordance with OCF policy” and the details could be specified outside the Bylaws.

Jonathan Pincus: “Prospective member” works. If we send people emails, why wouldn’t we notify people if their membership is terminated or expiring? In the electronic age, it’s fairly easy.

For the few that can only do written communication, it's a small enough number to not be too burdensome.

V.2 Members — Eligibility and Admission

c) It is the responsibility of each member to file an initial registration form with the OCF **and to promptly notify the Membership Secretary of any changes in the member's preferred contact information** (which may be a street address, a mailing address, or an electronic address) for notices and other messages from the Fair. The OCF shall direct all notices required pursuant to these Bylaws, the Articles of Incorporation, or Oregon law to each member using the most current information provided to the Membership Secretary.

Suggest "and to keep their contact information, including an email address up-to-date on that system."

Member Input: Aaron Kenton: Each member should be responsible for signing up and maintaining their membership. Thanks to Jon for pulling this together. The Board should be able to do this work swiftly without taking up a lot of committee time.

(YouTube Video 0:37:38)

V.2 Members — Eligibility and Admission

c) It is the responsibility of each member to file an initial registration form with the OCF and to promptly notify the Membership Secretary of any changes in the member's preferred contact information **(which may be a street address, a mailing address, or an electronic address) for notices and other messages from the Fair. The OCF shall direct all notices required pursuant to these Bylaws, the Articles of Incorporation, or Oregon law to each member using the most current information provided to the Membership Secretary.**

Suggest "The OCF shall post all notices required pursuant to these Bylaws, the Articles of Incorporation, or Oregon law on the OCF web site."

Member Input:

Heidi: The attorney suggested this language the last time they did the review. It was basically adding that email can be a valid preferred contact method.

Ann Bennett Rogers: She was the liaison to the Bylaws Committee at the time this was added, and it's really important to be able to address folks in very rural areas where there may not be a street address.

Steven Berkson: Speaking as member, each member should have a responsibility in accordance with OCF policy and then address it in policy.

V.2 Members — Eligibility and Admission

d) Registration forms may be submitted online if the Board so provides.

Suggest removing.

V.5 Termination of Membership

Attorney recommends changing this section to “Termination, Suspension, or Expiration of Membership.”

V.5 Termination of Membership

a) Resignation. An individual may resign their membership at any time **by delivering a written notice of resignation to the Membership Secretary.**

Suggest “via the Fair’s database system.”

Suggest adding “An individual who resigns their membership may not reapply for 30 days” to prevent thrash.

Member Input:

Heidi: She is not sure these are necessary. They’ve never had anyone resign and then reapply.

John Govsky: Everyone doesn’t understand that email constitutes written notice. Maybe we should say that email is an option.

Paxton: He doesn’t agree with the suggestions. Keeping multiple options is ideal.

Steven Berkson: Speaking as a member, he would again say that individuals can resign in accordance with Fair policy and make policies easy to find. We need to work on how transparent our website postings are.

LT: He agrees with Steven. That concept about how Bylaws work, generalities vs. specific application, is precisely why things go through the Bylaws Committee.

V.5 Termination of Membership

b) Suspension or termination. Membership may be suspended or terminated for failure to:

- i) meet the conditions for membership as provided in Section 2(a) of this Article; or**
- ii) vote in at least one membership meeting or action by written ballot every three years; or**
- iii) comply with these Bylaws or other rules, resolutions, and policies of the OCF; or**
- iv) for actions contrary to the interest of the OCF.**

Attorney recommends removing and renumbering the sections.

Member Input:

Michael “Coyote” Connelly: When elders fall into the potential for suspension, probation or termination, a tribunal of elders should make the decision on their status or future. Senior citizens are a kind of different culture. Some of our behaviors are inappropriate. We may have cognitive or social deterioration. We need to assess the individual because membership for elders at Fair is a very important identity. If we look at the definition of family, we don’t terminate members from a family because they have a disorder. Tribes don’t put their elders out on ice flows because they have become inappropriate. We need to be more compassionate in dealing with elders. Shunning and banishing them is not compassionate. There are other ways to achieve atonement and remain part of the family.

Steven Berkson: Speaking as a member, the language “contrary to OCF” is squishy. It should be about the things that get a person kicked out that are a danger or cause harm.

Jon Steinhart: Coyote may not understand that this would not change the conditions for losing membership. Even if you are an elder, your membership will go away if you haven't voted in three years. Elder status is not tied to membership. All this does is mean that we don't have to track people down to try to find them via TV and radio ads (per ORS 65) to clean up the membership list.

Paxton: You don't have to take out radio and TV ads to try to track people down.

Aaron Kenton: This has made her think about whether it's possible to have a volunteer person or staffer who puts information into the database for electronically challenged people. It is critical that our electronic system be up to date.

(YouTube Video 0:48:53)

V.5 Termination of Membership

d) Members who are excluded from OCF property in accordance with OCF Guidelines or whose volunteer position or status is **terminated or suspended** shall not lose eligibility or membership under Section 2 of this Article solely by virtue of failure to participate as a volunteer worker, performer, or booth participant in any Fair from which such member has been excluded or not allowed to participate in such member's previous assignment.

Attorney suggests "terminated, suspended, or whose membership has expired".

Note that this is part of a fix to eliminate our need to contact every member whose membership is expiring.

V.5 Termination of Membership

Attorney suggests adding the text below as a new section, again to permit expiration of membership.

e) **Expiration of Membership. If a member fails to participate in the Fair at least once in three (3) consecutive years as required in Article V, Section 2(a), of these Bylaws, or if a member fails to vote in at least one Fair membership meeting or action in three (3) consecutive years, then member's membership shall expire automatically and without notice to the member. Upon expiration of membership, the former member may reapply for membership in accordance with Article V, Section 2 of these Bylaws.**

V.5 Termination of Membership

b) Suspension or termination. Membership may be suspended or terminated for **failure to:**

- I) meet the conditions for membership as provided in Section 2(a) of this Article; or
- ii) vote in at least one membership meeting or action by written ballot every three years; or
- iii) comply with these Bylaws or other rules, resolutions, and policies of the OCF; or
- iv) **for** actions contrary to the interest of the OCF.

This is awkward for iv, "failure to for actions".

Suggest removing "failure to" and "for" and inserting "failure to" after i, ii, and iii.

V.6 Rights of Membership

a) Voting. All members who have been members for at least 30 days prior to the date of a **membership meeting** or action by written ballot shall be entitled to cast one vote on any issue

brought before the membership. Members shall vote to elect the Board, remove a Director, amend the Articles of Incorporation as provided in the Oregon Nonprofit Corporation Act (the "Act"), and on all other matters for which a membership vote is required by the Act and by these Bylaws. In addition, members shall have the right to vote on advisory resolutions concerning any other matter to come before the membership.

We no longer vote at membership meetings.

Suggest changing to "election."

(YouTube video 0:50:55)

V.6 Rights of Membership

a) Voting. All members who have been members for at least 30 days prior to the date of a membership meeting or action by **written** ballot shall be entitled to cast one vote on any issue brought before the membership. Members shall vote to elect the Board, remove a Director, amend the Articles of Incorporation as provided in the Oregon Nonprofit Corporation Act (the "Act"), and on all other matters for which a membership vote is required by the Act and by these Bylaws. In addition, members shall have the right to vote on advisory resolutions concerning any other matter to come before the membership.

Most of our voting is done by electronic ballot now.

*Suggest removing "**written**" or replacing with "**electronic**."*

Member Input:

Heidi: We still need the written ballot option. Written ballot does include electronic.

Jon Steinhart: He does not understand why we need paper ballots for folks that are unwilling. It creates more work for us. He understands helping people who are unable, but not unwilling.

Ann Bennett Rogers: He agrees with Heidi. There are people that are concerned about security in electronic voting. Some folks younger than 40 years old request a paper ballot.

Steven Berkson: Speaking as a member, electronic ballots qualify as written ballots.

Kevin: We should leave the written ballot option. The database could go down or we have an emergency. It doesn't hurt to have it there. The last election still had some mail-in ballots.

Jon Steinhart: His understanding was that in the last election there were 15 paper ballots sent out, at least one was to an unwilling person. Another 35 or 40 were sent out because emails bounced back.

Steven: This is not about whether there are written ballots or not. The question is whether electronic ballots qualify as written ballots.

Joe Pittaluga: He agrees with what Steven said. State law requires that paper ballots be an option.

Jonathan Pincus: He would like the Board or the Bylaws Committee to give more definition to "interest of the Fair." He has seen the Board take actions that were not in the best interest of the Fair. That is a vague term.

Paxton: He fully supports having paper ballots along with electronic. The full transition will take some time.

LT: Statutory requirement for notice in ORS 65 says that notice may be oral or written, in person, by mail, newsletter etc. and then *if not possible, it may* be done via TV or radio. Mass media is not required by statute.

V.6 Rights of Membership

b) Information. Members **shall be entitled to be informed** on Board actions and corporate operations **in accordance with the Oregon Nonprofit Corporation Act**.

Suggest replacing with "may inform themselves".

Suggest replacing with "by visiting the Fair's web site."

Member Input:

Paxton: Everything should not be on the onus of the members. We have a lot of volunteers, and we don't want to discourage them from participating.

LT: Shall be entitled to be informed and may inform themselves is a big difference. It's an entitlement vs. an option.

Jon Steinhart: We are going to electronic means because the electronic options scale a lot better now that we have 20,000 members. Even if things only take a minute, multiply that by the members and it becomes too much work to manage.

VI.2 Membership Actions — Annual Elections

An annual election ("Annual Election") shall be called by the Board of Directors at a date to be fixed by the Board, but in no case sooner than one week after the Annual Meeting nor later than October 30. The purpose of the election shall be to elect new Directors to the Board, to vote on Bylaw changes that require member approval or ratification, and to vote on advisory petitions. Advisory resolutions may be placed on the Annual Election ballot upon the petition of 100 or more members by presenting the petition to the Membership Secretary by July 31 or at such earlier time as the Board may designate. Petitions must include member signatures with the name also legibly printed and the member's Fair affiliation. The Annual Election shall be conducted by **written** ballot in lieu of a membership meeting as provided in the Act, with ballots issued to all members **via mail or other means as the Board may provide**. The results of the election shall be certified by the Membership Secretary and the Treasurer(s) within five days of the deadline for the return of ballots.

Suggest removing the highlighted text.

Member Input:

Heidi: This language probably is needed to make the process clear. Email is included in written. We need to leave it there.

Steven Berkson: Speaking as member: the language could be modified to "by whatever means or various means provided by the Board."

VI.3 Membership Actions — Special Meetings

Special meetings of the members may be called from time to time by the Board **and** shall be called by the Membership Secretary upon petition of 100 or more members describing the

purpose(s) for which the meeting is to be held. The time and place of any special meeting shall be set by the Membership Secretary, provided that all such meetings shall take place in Lane County, Oregon, and further, that notice of such a meeting must be given within 30 days after the petition is delivered to the Membership Secretary. The date of the meeting must be set within 30 days after the date on which notice is given. In the case of a special meeting, notice shall be required as set forth in Section 4 below. The business of any special meeting shall be limited to those matters set forth in the notice. In the case that the purpose of a special meeting is limited to a vote on the removal of a Director or Directors, advisory petitions, and/or approving or ratifying Bylaw changes, the Membership Secretary shall cause action to be taken by written ballot in accordance with the Act in lieu of convening a special meeting.

Change to “or” to comply with ORS 65.

VI.3 Membership Actions – Special Meetings

Special meetings of the members may be called from time to time by the Board and shall be called by the Membership Secretary upon petition of 100 or more members describing the purpose(s) for which the meeting is to be held. The time and place of any special meeting shall be set by the Membership Secretary, provided that all such meetings shall take place in Lane County, Oregon, and further, that notice of such a meeting must be given within 30 days after the petition is delivered to the Membership Secretary. The date of the meeting must be set within 30 days after the date on which notice is given. In the case of a special meeting, notice shall be required as set forth in Section 4 below. The business of any special meeting shall be limited to those matters set forth in the notice. In the case that the purpose of a special meeting is limited to a vote on the removal of a Director or Directors, advisory petitions, and/or approving or ratifying Bylaw changes, the Membership Secretary shall cause action to be taken by written ballot in accordance with the Act in lieu of convening a special meeting.

What does this mean for on-line or hybrid meetings?

VI.4 Membership Actions – Notice

Written notice of membership meetings and Annual Elections or other actions by written ballot shall be sent to each member using their most recent contact information (which may be a street address, a mailing address, or an electronic address) currently registered in the records of the OCF not less than seven nor more than 60 days before the date set for the meeting, Annual Election, or other action by written ballot. It shall be the responsibility of the member to provide the Membership Secretary with current contact information. In lieu of sending notice, notice may be published in at least two issues of a newsletter or similar document sent to members using their most recent contact information.

Suggest replacing with “Notice of membership meetings and Annual Elections or other actions by ballot shall posted on the Fair’s web site not less than seven nor more than 60 days before the date set for the meeting, Annual Election, or other action by ballot.”

Jon Steinhart: We don’t send out paper FFN anymore. Since it’s only online, this language may not count anymore.

Heidi: She believes that in addition to written notice, they also send an email to those who are registered as voting members. And she believes that this is to satisfy the ORS.

VI.5 Membership Actions — Quorum

Two hundred members present in **person or by proxy** at any duly called meeting shall constitute a quorum except at the annual meeting, where those members present in person or by proxy shall constitute a quorum.

What does this mean for on-line or hybrid meetings?

Member Input:

Heidi: She believes this means that there would have to be at least 200 people voting to have a quorum.

Teresa: Thanks to Jon for all of this. Reviewing Bylaws is an amazing task that she has done with other organizations. She would like this to go to the Bylaws Committee. She counts on asking them questions because they have deep knowledge.

Paxton: He would like to see something dealing with the proxy issue. It was a long and complex discussion when it originally happened. All of these discussions need to go to the Bylaws Committee. They have done this work for decades.

Jon Steinhart: There are two definitions of proxy. One is to designate someone to vote for you. In the previous work, there used to be a theory that the Membership Secretary needed to be the proxy for every voter, about which there was some disagreement. Having a proxy might be nice if he couldn't vote, but now that voting is online, he is not sure how much that matters.

Steven: Speaking as member, this should be changed to be "200 members participating in the balloting or vote." All decisions of the membership are not made at a meeting but are done by a vote that can reach out to all members.

Paxton: At the time we did it, proxy was required by state law. Things have changed since then. He likes Steven's re-wording.

(YouTube Video 1:07:42)

VI.6 Membership Actions — Voting

All members are voting members. Except as otherwise provided in these Bylaws, all members **present** at meetings shall be entitled to vote, and the Board may make provisions for absentee balloting. There shall be no cumulative voting. Except as otherwise set forth in these Bylaws, the affirmative vote of a majority of the votes represented and voting shall be required for the adoption of any matter coming before the membership.

What does this mean for on-line or hybrid meetings?

Member Input:

Paxton: It needs discussion at the Bylaws Committee

Jon Steinhart: All members shall be entitled to vote. You don't have to be at the meeting to vote. We should remove "present."

VI.7 Membership Actions — Membership Lists

Members who desire to send **written** communications to other members concerning any membership meeting, Annual Election, or other action by **written** ballot may request the OCF to

send such communication to all members entitled to vote at the meeting, Annual Election, or other action by **written** ballot. The request shall be in writing and shall be delivered to the principal offices of the OCF not earlier than two business days after the date that notice of the meeting, Annual Election, or other action by **written** ballot is given, and not less than five business days before the scheduled date of the meeting, Annual Election, or other action by **written** ballot. The request must be accompanied by payment, in cash or certified check, of the anticipated costs of mailing the communication, as determined by the lead professional of the OCF. Costs may include postage, copying costs, envelopes, and the estimated cost of staff time to mail the notice.

Suggest removing the “written”s.

VI.7 Membership Actions – Membership Lists

Members who desire to send written communications to other members concerning any membership meeting, Annual Election, or other action by written ballot may request the OCF to send such communication to all members entitled to vote at the meeting, Annual Election, or other action by written ballot. The request **shall be in writing and shall be delivered to the** principal offices of the OCF not earlier than two business days after the date that notice of the meeting, Annual Election, or other action by written ballot is given, and not less than five business days before the scheduled date of the meeting, Annual Election, or other action by written ballot. The request must be accompanied by payment, in cash or certified check, of the anticipated costs of mailing the communication, as determined by the lead professional of the OCF. Costs may include postage, copying costs, envelopes, and the estimated cost of staff time to mail the notice.

Suggest allowing for email requests.

VI.7 Membership Actions – Membership Lists

Members who desire to send written communications to other members concerning any membership meeting, Annual Election, or other action by written ballot may request the OCF to send such communication to all members entitled to vote at the meeting, Annual Election, or other action by written ballot. The request shall be in writing and shall be delivered to the principal offices of the OCF not earlier than two business days after the date that notice of the meeting, Annual Election, or other action by written ballot is given, and not less than five business days before the scheduled date of the meeting, Annual Election, or other action by written ballot. **The request must be accompanied by payment, in cash or certified check, of the anticipated costs of mailing the communication, as determined by the lead professional of the OCF. Costs may include postage, copying costs, envelopes, and the estimated cost of staff time to mail the notice.**

Does this make sense if done by email?

Does there need to be a frequency limit to avoid swamping the staff?

Member Input:

Heidi: The last time someone requested to send written communication, it went via email.

Kirsten: It did cost a little office time but no postage.

Aaron Kenton: Based on the slide, the cost is the issue. The frequency limit is interesting.

Profanity should not be allowed, but one or two people should not be able to prevent a member from contacting other membership.

VI.8 Membership Actions – Proxies

Subject to such limitations and rules as may be established by the Board or the Elections Committee, a member may cast a ballot at a membership meeting or in connection with membership action by written ballot in lieu of a meeting by appointing the Membership Secretary of the Fair as proxy to vote for the member. Such proxy appointments shall be personally signed by the member, shall be effective only for the particular meeting or action by written ballot in lieu of a meeting for which given, and shall specify with particularity the member's votes. Proxy appointments must be submitted on forms approved by the Elections Committee, and may be submitted either in paper form or by email. Proxy appointment shall be available for all matters for which membership votes or such advisory votes as the Board may designate from time to time are entitled to be cast. A proxy appointment is effective when received by the Membership Secretary or other officer or agent authorized to tabulate votes. A proxy appointment is revocable by the member, and is revoked if the member making the proxy appointment:

- a) Attends the meeting for which it is given and votes in person, if the proxy is given for a membership meeting; or
- b) Signs and delivers to the Membership Secretary or other officer or agent authorized to tabulate votes either a written statement that the proxy appointment is revoked, or a subsequent proxy appointment.

Suggest removing – does not make sense for electronic voting.

Member Input:

LT: ORS 65:212, use of electronic mail. Everybody must have their email in or we can't take action, at least exclusively via electronic means.

Steven: Speaking as member, we have hybrid, not online elections. He is in favor of removing the proxy language. He is dubious that it was ever required. When he was attending the Bylaws Committee meetings on this, the attorney said the proxy language was not required. We should say that if you're not the proxy for a person, you are actually providing an alternative means for balloting. The issue should be to empower the Membership Secretary to provide an alternative means of balloting to those people who could demonstrate that they can't use the means of balloting provided by the Board. So, the Board could do online or paper ballots for who demonstrate a need.

VI.9 Membership Actions – Elections Committee

The Board shall appoint an Elections Committee and make other provisions to ensure fair and accurate balloting at Annual Elections, other actions by **written** ballot, and membership meetings.

Suggest removing "written."

IX.3.b Recording and Membership Secretaries

b) The responsibilities of the Membership Secretary shall be as follows: to keep a roll of the members and submitted petitions; to select a date for and give notice of special meetings of the members as set forth in Article VI, Section 2; **to act as a proxy for members electing to appoint a**

proxy in accordance with Article VI, Section 7; to certify the results of the Annual Election and any other action by written ballot, and to be a member of the Elections Committee.

Suggest removing to match removing VI.8

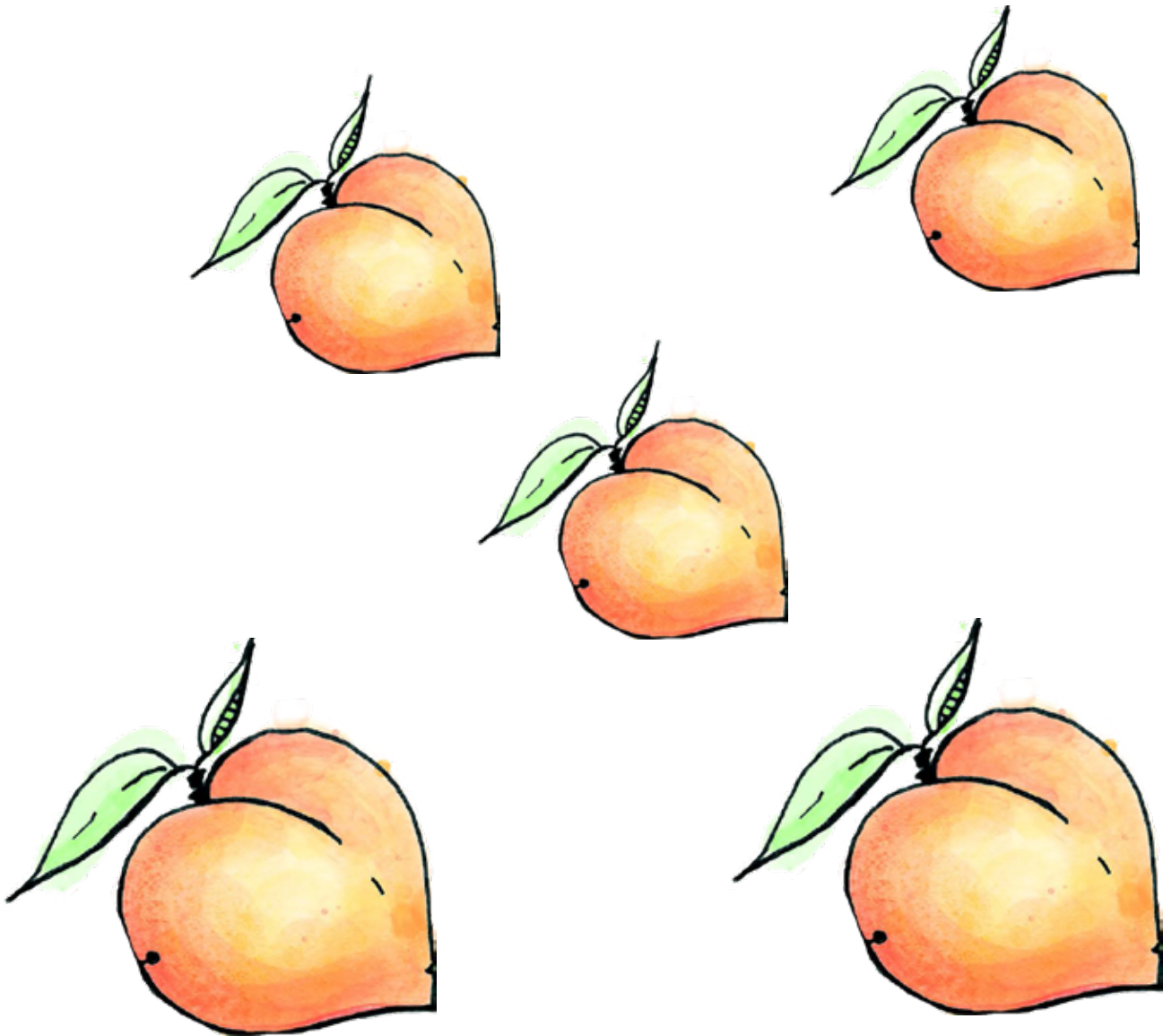
Member Input:

Paxton: Having been a part of the original conversation, he would love to see it brought to the Bylaws Committee. Laws have changed.

Heidi: She would also love to see the Bylaws Committee look at this. When we started having absentee ballots, their lawyer insisted it be included to comply with ORS. It may not be necessary anymore.

LT: We should include the Elections Committee in these types of conversations that directly impact elections.

Next Board Meeting: April 6, 7 pm via Zoom





Board of Directors Meeting

April 6, 2026, 7 pm

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

Zoom remote online and live streamed on YouTube

YouTube recording link: <https://www.youtube.com/live/B-p2FQjE1QY?si=YkdU4K1wK2uoda1y>

Board Directors present: Anthony “AJ” Jackson (President), Lawrence “LT” Taylor, Felicia Kirsch, 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: Anna DiBenedetto (Recording Secretary). Staff present: Kirsten Bolton (Executive Director), Melissa Swan (Bookkeeper), Vanessa Roy (Marketing Manager), Kim Langolf (Event Manager), Mark Malaska, (Senior Event Manager) and Steven Berkson (Facilitator).

Announcements

Indigo: Committee Best Practices Committee has been meeting to create a report in response to the motion about reinstating committee members every three years. On April 7, a form will be sent to all committee members to collect information. They are inviting committee members to attend a work session with them to discuss it. Please look for the form and then join them on April 16 from 6:15 to 8:15 pm.

Minutes Review

The Board approved the minutes of the March 2, 2026, Board meeting and the March 9, 2026, Bylaws and Membership Work Session by unanimous consent.

Agenda Review

Jon S. moved and AJ seconded to withdraw the committee fiduciary motion.

Jon S.: It got complicated. They wanted to deal with conflict-of-interest stuff but then they discovered that the two donation committees don’t even have Board missions. Teresa will bring something to the next meeting.

Motion to withdraw passed by unanimous consent.

Sandra moved and Jon S. seconded to move the Juneteenth celebration sponsorship motion from New Business to Old Business.

Jon S.: This is a case where moving from New to Old is appropriate because time is critical. That comment applies to the next one, too.

AJ: If folks can attend the event, it is very educational and community-focused annual event. Please support it.

Motion passed by unanimous consent.

Sandra moved and AJ seconded to move the Bylaws motion from New Business to Old Business.

LT: He doesn't think the 28 changes are necessarily urgent, but he won't oppose it, to keep the matter moving forward.

Motion passed by unanimous consent.

The Board approved the April 6, 2026, agenda as amended by unanimous consent.

Member Input

(YouTube video: 0:10:32)

Jen-Lin: Thanks to Steven for his exemplary facilitation at last month's challenging meeting and not allowing commentary that meets our protocol to be squelched. As a member of the Elections Committee and a former Recording Secretary for 10 years, she is dismayed at the loss of the Membership Secretary, Jeffrey Rames, who felt the need to resign. She found Jeff to be committed to the integrity of the elections process and dedicated to inclusivity. During his short term as Membership Secretary, Jeff put in more than 1,000 hours implementing the Board's mandate of hybrid voting. He was committed to doing the job well, serving Fair membership. He was respectful, delightful and kind. His resignation leaves a huge void. She is struggling with her commitment to Fair membership and how long she will stay on the Elections Committee, but she will stay on for the moment. She is troubled that we have lost two Membership Secretaries in two years. She questions and hopes others will also consider why these ethical, hard-working officers felt the need to step away from this position. She encourages membership to watch Board meetings and observe interactions. She hopes that speaking her truth will not be seen as an attack on anyone.

Jon S.: Robert DeSpain ended the June 17, 1982, Board meeting with the statement: "The Oregon Country Fair should not be the perpetrators of damage due to rumors and untruth." I agree with that. That's why I feel obligated to comment on some of what I observed at our last Board meeting. It's important to me that the Oregon Country Fair doesn't fall prey to the same sort of behavior that's destroying the outside world. We heard a letter read from a former Board member saying that the Board decided not to appoint a replacement when Tom Horn resigned. That's not true. I was on the Board at that time. We never even discussed it, much less made a decision. We heard a former officer state that "No Board over the last 30 years or so did this because they respected the membership's right to choose their own Board." I'm guessing that this is a personal opinion stated as if it's a fact, as I'm unaware of any Board ever taking this position. It seems cherry-picked since the Board did an appointment 31 years ago. Another former Board member said that there was a "lack of precedent for this use of the Bylaws" which again is completely false; Boards have done this several times before. A current Board member said that "we have not done interim replacements," which is not only false, but this Board member voted for them twice. Another current Board member stated that "the precedent is not merely the absence of appointment in one instance but in any instance," "this utterly unprecedented move," and that it's "inappropriate to simply establish a new practice at this point," which seems disingenuous as it's not a new practice. These are impressive sounding falsehoods that ignore the actual precedents. Our Boards have done this several times before. I could go on about the

gaslighting and unnecessary politicalization, but I assume you saw it, too. The volume of dishonesty on display makes me worried that we've lost our way. As a Director, I have an obligation to make decisions based on arguments with merit, not on lies. I also disagree with the characterization of factions on the Board. The majority of the Board collaborates and works together. The way to have influence is to work with others. There's no controlling majority, just a majority that works together. In my opinion, working together beats polarization and divisiveness. I believe that that's the best way to serve the membership. Let's honor Robert's words.

John Alexander: Regarding transparency and the use of private forums for policy deliberation, I want to address concerns regarding the Board's use of your private Google Group for substantive policy debate. Currently, the Board maintains an agreement that all communications on this forum remain confidential. While using a digital group to organize logistics or share informational updates is efficient, using it to debate policy or make foundational decisions away from the membership creates a transparency gap. Under standard governance best practices, debates should be held in an open forum — unless they involve sensitive matters such as legal counsel, real estate, or personnel issues. This concern became particularly evident during last month's meeting. During the discussion on the motion to fill the vacated Board seat, it was disclosed that "considerable debate" had already occurred within the private Google Group. Given the level of public dissent regarding this motion, it is troubling that the substantive portion of the deliberation happened behind closed doors. Most concerning is that this private debate apparently contributed to the resignation of our Membership Secretary, a significant loss to our volunteer leadership that occurred without the membership understanding the context or the "why" behind it. In the interest of restoring trust and ensuring transparency, I am formally asking the Board to take the following two steps: Transparency of Record: I ask that the Board waive confidentiality and make public the email threads specifically regarding the motion to appoint the new Board member, so the membership can understand the process that led to that decision. Policy Reform: I ask the Board to formally review the status of the Google Group. I recommend either opening the group to membership "read-only" access or, at minimum, removing the blanket confidentiality classification to ensure that policy debates happen in the light of day. Governance is most effective when it is accountable. I look forward to your response on how we can move toward a more transparent communication models. Thank you for your time and your service.

LT: Please cite when the Board has ever appointed a Director. We didn't have a meeting evaluation last month. There were many things that could have been said. To John Alexander's point, when he was reviewing old minutes to see how the Board has shifted from 2018 to now, he ran across a meeting from November 2021. In the meeting evaluation section of those minutes, a Director who was on the Board, left the Board and then returned, made this statement: "I attended the virtual Board retreat last Friday and Saturday and as a newly elected Board member I had my first opportunity to see what topics the Board has been discussing in sessions not open to attendance by the membership. And what I have seen greatly concerns me. I recognize the need for the Board to be able to discuss legal, personnel, and other sensitive matters in private. I also recognize the benefit of the Board being able to discuss other matters among themselves in detail prior to taking action at a formal meeting, but that discussion should occur in view of the

membership. I am not saying that the membership should participate in that pre-meeting discussion, but that they should at least be able to observe. Observing gives membership an opportunity to understand how the Board operates as well as the views of individual Directors and how they function as a Board member. That information is important if members are to wisely participate in electing the Board. As a large volunteer organization, it is also important for members and non-members involved to understand the background to potentially controversial decisions if cohesiveness and resiliency of our community is to be sustained. The pendulum has swung too far. Let us figure out a way to be efficient in conducting our business without denying the membership opportunities to observe us conducting it."

AJ: He is looking forward to seeing everyone at Fair in July. We spend so much energy in Zoom at Board meetings and Committee meetings. Sometimes they are lucky enough to meet in person. We spend a lot of time being serious, so he wanted to inspire some fun. When we see people on site, there is excitement. We can greet and hug each other and share excitement and forget the Zoom battles. We are doing this to be together on a piece of land that brings us joy. Please don't forget the reason we are doing this work. Don't forget your joy.

Jon S.: He will be happy to hug AJ when he sees him. At the last Board meeting, people were not saying "to the best of my knowledge," they made it sound like they were stating facts. As far as private debate, he is unaware of there being one on the Board mailing list.

LT: He is still waiting to hear when the Board ever appointed a Director.

Paxton: He has been watching "Survivor," which is having its 50th anniversary. A contestant reminded the remaining contestants to find their joy. There are many Fair parallels. Find your joy is an important message.

Indigo: Two weekends ago, she attended a Bioneers Conference in the Bay area. People are looking at world problems outside of the box. That's what we do at Fair. It made her appreciate what Oregon Country Fair does. The maker makes the art, music and food. We are perpetuating the art of the hand. Even during the difficult moments we have on the Board, we try to come together and figure it out. It's not always easy sitting here. Sometimes she doesn't feel included. When she rejoined the Board, she didn't feel embraced and instead felt excluded. She could do more to reach out and build bridges, but she started her Board term with a severe concussion. We need to be gentle with each other. This event is about what we make with our hearts and hands. She said last time, when she was very tired, that this was the most dysfunctional Board and it wasn't about any single individual, it was about many years of policies and Band-Aid protocols. We need to take a breath so we can do the work in a good way within the boxes we have created.

Trevor: He wanted to echo AJ. Let's find joy. At the last meeting, it was a display of passion. Some people don't agree. We have a diverse Board. It's OK to be passionate and debate. We should see each other as a family, not necessarily as dysfunctional. He loves everyone on the Board and he has faith in the Board and the members. We will find the best path possible.

Teresa: She has so much respect for the folks that she has worked with on the Board. She doesn't like to continuously be told that we are dysfunctional. That feels dysfunctional. Everyone on the Board has shown so much passion about this Fair. People bring amazing perspectives. She wants to say that she has enjoyed getting to know everyone on the Board. She is not feeling the dysfunction.

Steven: Please avoid characterizing intent. If something isn't an objective fact, it's easier for people to hear you if you describe it as a feeling. "It feels dysfunctional" would go over better than "this is dysfunctional."

Staff Report – Executive Director

(YouTube video: 0:32:22)

Kirsten: **Administration:** Staff event cycle schedule: Monday, May 18, to Sunday, July 5: Alex Zabala in Eugene office on Mondays and Tuesdays, on-site Friday-Sunday (off Wednesday and Thursday). Kirsten, Vanessa and Melissa in Eugene office on Wednesdays and Thursdays, on-site Friday to Sunday (off Monday and Tuesday). Mark, Kim, and Durwin on-site Wednesdays to Sundays (off Mondays and Tuesdays). Alexis and Jeff on-site Friday to Tuesday (off Wednesdays and Thursdays). Korey is on-site from Thursdays to Monday (off Tuesdays and Wednesdays). Monday, July 6, to Sunday, July 12: all staff on-site, all the time. Monday, July 13, to Sunday, July 19: Alex returns to M-F. Vanessa and Melissa return to Eugene office on Tuesday for M-F schedule. Mark, Kim, Alexis and Kirsten on-site for Decon through July 19. Monday, July 20: Eugene office staff return to M-F. The Volunteer Crew opened the volunteer application on March 2. If you know someone who wants to volunteer, send them to the .org site to sign up. If you need volunteers on your crew, contact volunteering@oregoncountryfair.org. Guidelines are on the .net site and at the Eugene office. There are two books: General Guidelines are for everyone and Booth Guidelines are for booths only.

Event Management: The Coordinator Kick-Off meeting is scheduled for Saturday, April 18, at 2 pm at the Unitarian Universalist Church; it will be in-person and on Zoom. The Spring Fling is scheduled for Saturday, May 2, at 6 pm the WOW Hall. This year's Culture Jam is scheduled for Tuesday, July 28, to Tuesday, August 4. The Teddy Bear Picnic is scheduled for Sunday, August 16. The Annual Membership Meeting is scheduled for Saturday, October 10, at 6:30 pm at the Unitarian Universalist Church; it will be in-person and on Zoom. There are new guidelines around Mystery Machine use during Main Camp and the Fair. Mystery Machine permits are available for privately owned motorized vehicles, that are not full-size passenger vehicles and are performing crew-related operational activities and approved motorized and non-motorized service bikes. Mystery Machine permits will not be issued for personal use or personal transportation by crews. This guideline is not intended to limit the reasonable accommodation of alter-abled individuals; individuals in need of a 4A sticker for motorized transportation may contact 4A during Main Camp or in Dragon Plaza during the Fair. If the Mystery Machine vehicle is to be used during pre-Fair/Main Camp, the application is due two weeks before Main Camp opens. If the vehicle is to be used during Fair, the application is due two weeks before the Fair. Liability insurance for the Mystery Machine vehicle is required and, at minimum, should be \$50,000 bodily injury per person, \$100,000 bodily injury per accident, and \$50,000 property damage per accident. Proof of insurance will be required at the time of application. Any permitted Mystery Machine that is operated in a manner that violates the limited license to operate the vehicle will be impounded. Any driver of any motorized vehicle driving at excessive speed, under the influence, or driving in another reckless or dangerous manner may be asked to relinquish their vehicle immediately and may face additional sanctions, including but not limited, to trespass from OCF. From June 1 through August

tricycles, and other riding toys are not allowed on the paths except for bicycles with Mystery Machine stickers, conditions permitting. Mystery Machine applications are available at <https://bit.ly/4rmCBc9>.

Site Management: The Board approved a water system capital improvement project in March. It will improve our water delivery system in 2027. Water Crew is creating a head-end tank farm that will prevent our trucked-in water from having to go through our neighbor's land and, in the off season, provide water reserves for fire suppression. Part of the project requires some trees to be cut along Aero Road. We will mill the trees, and they will be put to use in the venue and benefit the Fair for years to come. We will begin planting trees this spring, summer and fall to mitigate for the trees we need to remove. To ensure that Aero Road remains a visually inspiring section of our property, we will pursue options to create visual barriers. Options could include a fence featuring fun art, new plantings, or other efforts to beautify the area. The new head-end will be plumbed to the current reservoir. Once this is complete, the project will move to replacing pipes in the Eight in segments over the next five years. We will also be installing fiber optic cables with the water lines to improve the internet connectivity for the Fair, which is critical safety and communications infrastructure for Operations. We expect to start the project in August 2026.

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

Marketing: Ticket sales are 36 percent above where they were last year. Her predictor projects that we might sell out, so fingers crossed. Afton Tickets (online sales) change to full price on June 16. Tickets may be purchased at the Eugene office. Tickets will be sold on Mondays and Tuesdays only of each week, from noon to 4 pm. The last day to purchase tickets through the Eugene office will be Tuesday, June 23.

2026 Contracts: LTD 2026 Contract is still pending but looking positive. Dodeca Art Barn and Water Delivery Contract details are confirmed, and we are awaiting the final contracts for signature. Lane County Sheriff's Office contract is confirmed. First Student Worker Day Shuttle contract is confirmed. Staff T-shirts are ordered and local printers contracts confirmed. Commemorative Sales order is placed.

2026 Service Providers: Santa Clara Farm Stand confirmed to deliver produce to Food Booths. Veggies on the Run confirmed to deliver produce to Food Booths.

2026 Permits: All Lane County Camping Permits have been approved. Lane County Outdoor Assembly Permit for Farside has been submitted. Lane County Right of Way permit has been requested. Dance Pavilion Building Permit has been submitted. Chela Mela Building Permit has been submitted. ODOT Right of Way Permit has been approved.

Committee and Working Group Reports

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

Committee Best Practices Committee met May 20, 2025, and the minutes are here: https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2026/03/05202025_cbpc_minutes.pdf

Committee Best Practices Committee met December 8, 2025, and the minutes are here: https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2026/03/12082025_cbpc_minutes.pdf

Craft Committee met February 11, 2026, and the minutes are here: https://oregoncountry-fair.net/wp-content/uploads/bsk-pdf-manager/2026/03/2_11_26-craft-committee-minutes.pdf

Elders Committee met January 22, 2026, and the minutes are here: https://oregoncountry-fair.net/wp-content/uploads/bsk-pdf-manager/2026/03/Elders_Comm_Mtg_012226.pdf

Elders Committee met February 26, 2026, and the minutes are here: https://oregoncountry-fair.net/wp-content/uploads/bsk-pdf-manager/2026/03/Elders-Comm-Mtg_022626.pdf

Elections Committee met April 16, 2025, and the minutes are here: <https://oregoncountry-fair.net/wp-content/uploads/bsk-pdf-manager/2026/03/Election-Committee-April-2025-Meeting-Minutes.pdf>

Elections Committee met May 29, 2025, and the minutes are here: <https://oregoncountry-fair.net/wp-content/uploads/bsk-pdf-manager/2026/03/Election-Committee-May-2025-Meeting-Minutes.pdf>

Elections Committee met June 30, 2025, and the minutes are here: <https://oregoncountry-fair.net/wp-content/uploads/bsk-pdf-manager/2026/03/Election-Committee-June-2025-Meeting-Minutes.pdf>

Elections Committee met November 18, 2025, and the minutes are here: <https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2026/03/Election-Committee-November-2025-Meeting-Minutes.pdf>

Elections Committee met February 19, 2026, and the minutes are here: <https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2026/03/Election-Committee-February-19th-2026-Meeting-Minutes.pdf>

Elections Committee met February 24, 2026, and the minutes are here: <https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2026/03/Election-Committee-February-24th-2026-Meeting-Minutes.pdf>

Energy Park Committee met November 16, 2025, and the minutes are here: <https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2026/04/Nov-25-Minutes-Energy-Park.pdf>

Path Planning Committee met February 15, 2026, and the minutes are here: <https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2026/03/Path-Planning-Minutes-2-15-2026.pdf>

The Board approved the minutes by unanimous consent.

Old Business

(YouTube video: 0:44:26)

Approve 2026 Logo Items (AJ Jackson, Sandra Bauer and Kevin)

AJ moved and Sandra seconded to approve 2026 Logo Items.

Adam from Craft Inventory. This is the same process that has been followed since the Board went remote. We don't need to approve logos with semi-permanent approval. Others are working toward the five-year approval. There are nine listed items that are repeats. And there are three new crafts. The three new ones are woodworking with engravings, pottery and stickers that are reproductions of batiks that were previously approved with the logo.

Paxton: He likes the wood items and wonders if the items are handmade, not just the laser wood burning/engraving?

Adam: Yes, the crafter makes the wooden spoons and other items.

Teresa: She appreciates all the crafters. She is excited about all the places she is going to put things.

AJ: He agrees with Teresa.

Jon S.: He is out of room for art, so he likes to see additional options. Thanks to the Craft Committee for getting through this large amount of work.

The motion passed: 11-0.

(YouTube video 0:50:57)

Send the proposed Bylaws changes in the document titled "The Bylaws Work Session Presentation 3-9-26.pdf," that can be found here: <https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2026/03/By-Laws-Board-Work-Session-Presentation-3-9-26.pdf>, to the Bylaws Committee for review and recommendation for revision. The Bylaws Committee will report back to the Board by the end of day on April 20 (AJ Jackson, Jon Steinhart, Sandra Bauer and Trevor Ross)

AJ moved and Paxton seconded to send the proposed Bylaws changes in the document titled "The Bylaws Work Session Presentation 3-9-26.pdf," that can be found here:

<https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2026/03/By-Laws-Board-Work-Session-Presentation-3-9-26.pdf>, to the Bylaws Committee for review and recommendation for revision. The Bylaws Committee will report back to the Board by the end of day on April 20.

AJ: If you have been paying attention, there have been a lot of great discussions around this motion. He is happy that the Board in general did its work together, whether they disagreed or agreed on things. He thinks it's ending up in the right place to get more information before making a decision. He hopes everybody will support this.

LT: The report being due in two weeks seems like a very ambitious timeline. The Bylaws Committee Chair is working on organizing the committee members into a meeting, but this is obviously a joint Bylaws and Elections Committee matter. It would be best if this was guided by a Membership Secretary, so this is poor timing in that regard. He knows the committee will work diligently to address each item. He had invited the author of this motion to triage which of the 29 are most urgent. Bylaws work doesn't tend to be fast paced, for good reason. The previous Bylaws revision process took three years. After three years, at least one Director commented that we didn't need to rush things. Let's not rush this process, since this could disenfranchise people. If there is a belief that things should be in place by September, that gives us until the June-ly meeting to formulate the most urgent items. The committee will do their best in that timeframe.

Jon S.: The Board calendar was really full for scheduling work sessions and that was the best they could do. He would like this in place ASAP. He has put together software so people could register to become a member when they are getting their information into Sunshine to get their wristbands and vehicle stickers. That would be the best time to register people to enfranchise them. Jeffrey spent a ridiculous number of hours entering hand-scribbled membership forms into the database. Jon S. spent the same number of hours Jeffrey did writing tools to help him do that work. We have a better way of doing things and he would like to get there. His team won't be able to do it if not completed by June-ly. They are way too busy.

Teresa: A report back from joint Bylaws and Elections Committees doesn't mean a finished product. She has much respect for the committees and working slowly when necessary is good. We want a good product. This group is capable of that, and they can let us know if they need more time.

Trevor: He is glad we are doing this in the right channel, but he understands some of the elements Jon is concerned with in order to create less work for his team. We should entertain that this could be done in phases. He is confident we can get through this.

AJ: He thinks that sometimes the Board has to make decisions in a timely manner and we ask our committees to do things by a deadline. This is not just Jon S. needing this, it's the organization and giving volunteers what they need to do the heavy lift. This could be an easy lift and we do need a timeline so we don't get behind on some things. Let's not drag this out, let's communicate what we need and when we need it by.

Sandra: A lot of these changes were connected to online voting and have been in the works for a long time. When we were discussing it, we wanted to run it by the attorney, which we should

still do. First, we need to ask the committee to review in an expedited fashion and then give our comments. She wants to see online voting next year.

LT: A virtue of properly written Bylaws is that they are sufficiently broad to permit application in accordance with current conditions. It's not clear to him how the current Bylaws prevent membership from being registered via the method that Jon S. is proposing.

Jon S.: One thing that makes the schedule tight is leaving time for our attorney to review it. This is just a service that he is trying to provide to the membership and the organization. If people don't want to do it, it means less work for him, which is fine, but it would be a really good thing.

Motion passed: 11-0.

(YouTube video: 1:05:58)

Sponsor the B.L.A.Q. Youth Juneteenth gathering on Thursday June 19, 2026, at the Farmers Market Pavillion as a Legacy Benefactor for \$2,000 (Jon Steinhart, John Davis, AJ Jackson, Kevin Levy, Paxton Hoag and Sandra Bauer)

Sandra moved and AJ seconded to sponsor the B.L.A.Q. Youth Juneteenth gathering on Thursday June 19th, 2026, at the Farmers Market Pavillion as a Legacy Benefactor for \$2,000.

Sandra: We sponsored this Juneteenth event last year. It's an important community event. Juneteenth is a powerful reminder of freedom, legacy and the enduring contributions of black Americans. Their gatherings bring together families, local organizations, artists and businesses to uplift black culture while strengthening community relationships. There are a lot of interesting things and entertainment. It's a joyous and well thought out event. She would be proud to sponsor this event again.

Paxton: He is in favor. The benefit of the Legacy Benefactor is that they get a full-page advertisement in the event program. Who does that work for us? We also get a table. Could we sell tickets? He would like to attend this year.

Sandra: Vanessa would make the arrangements for the sponsorship benefits.

AJ: The Board, officers, BUMs and staff have been involved with training over the last couple of months. We just did training on allyship. It's less about money and more about showing up as allies and getting to know people, as well as learning and bringing communities together. He has been proud to represent this organization as a black man. If you want to support and celebrate him and black excellence, show up to this event.

The motion passed: 11-0.

WITHDRAWN: 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)

New Business

(YouTube video: 1:11:30)

Policy and procedure for follow up to the report or detection of an Internal Control breakdown (AJ Jackson, Sandra Bauer, Teresa Vaughn, Zhara Indigo Ronlov, Lawrence Taylor, Jon Steinhart, Paxton Hoag and John Govsky)

OCF Policy and procedure for follow up to an Internal Control breakdown involving non-employee participants.

This policy is specific to situations in which:

1. There is thought to be an Internal Control Breakdown that may have resulted in a material, deliberate misappropriation of assets;
2. The reported, or suspected, perpetrator is a Fair participant (for example, volunteer, booth person, entertainer), but not a Fair employee;
3. The potential Internal Control Breakdown is either due to the lack of internal control procedures being in place, or the procedures that were in place have been ignored or evaded;
4. The Internal Control Breakdown may have resulted in a material misappropriation of assets, theft, or larceny; falsification of records; and/or resale of Fair inventory at a price above costs;
5. Misappropriations of assets may refer to cash, Fair passes, Fair merchandise, food vouchers, Fair supplies or fixed assets and may involve Fair charge accounts, cash, cash receipts, credit cards, revenue or expenses;
6. The misappropriation may result in losses to either OCF or OCF participants.

Reporting and Detections of Internal Control Breakdowns

The Internal Control system is the combined set of procedures and practices that are implemented to prevent and/or detect fraud including misappropriation of assets and misstated financial reports. Oregon Country Fair uses reconciliations, tracking of inventory and assets, budgets, separation of duties, use of outside professionals, tone at the top, authorization for spending, and documentation. With a large, dispersed group of employees and volunteers, and a changing technological and systems environment, widespread participation in reducing and eliminating fraud is critical to our success.

Any individual can make a report of a potential Internal Control breakdown to the Executive Director or Treasurer. People in management, or oversight positions, have the responsibility to convey detailed information to the Executive Director or Treasurer if they detect, or are notified of, potential breakdowns in Internal Control. The Board of Directors has oversight responsibility for the Internal Control system.

The follow-up of potential breakdowns of Internal Control will vary from case to case. The follow-up will include documentation, evaluation, investigation, and reporting. While each situation is unique, there will be some common threads. In the case of a report from a volunteer or other non-employee participant, receipt of the report will halt any potential retaliatory action that the involved parties may be taking against one another (for example, loss of crew or booth

position). When the Whistle Blower policy is updated, this section will be revised. Until then, the ED will evaluate whether there is an action in process that may trigger protections for involved parties.

1. After the initial report/detection. The management of the follow-up will be conducted by the Executive Director and the Treasurer. The ED and Treasurer will make the initial documentation of the potential breakdown, and do a preliminary evaluation of whether the reported event:

A. Does not appear as a potential Internal Control Breakdown and material misappropriation threat, and why;

B. Should be either monitored or managed by a change to the Internal Control procedures and why;

C. Appears to be isolated and small scale (for example, the theft of a wristband or tool). Those cases should be documented by the ED. Follow up may involve a warning, probation, or suspension. (Note: Booth reps, as business owners have autonomy from Fair process in handling misappropriation of assets within their businesses. Booth reps should report incidents that involve misappropriation of Fair assets.);

D. Incidents that appear to be material and/or ongoing indicate the need for further investigation. A summary of the potential breakdown and next step(s) will be reported to the Board of Directors with no identifying information about the people involved.

Investigations of Cases not Cleared by Initial Evaluation, situation C

1. The ED and Treasurer will compile documents and known information to estimate potential impact and begin to frame a potential investigation. Interviews should be extremely limited at this point. The goal of the initial assessment is to judge:

- i. If the situation has resulted in potential losses that can be calculated or estimated;
- ii. What documents and information are relevant and held by whom;
- iii. Who are potential sources of information;
- iv. Who are potential perpetrators;
- v. What type of expertise to enlist for investigation and inquiry.

2. If the information collected in the preceding step indicates that legal counsel may be hired to press charges and/or attempt to recover potential losses, they will be brought in. Attorneys may take a lead role from that point.

3. If the ED and Treasurer choose to proceed with an internal investigation, the information collected in Step 1 will be supplemented with background information that will allow a third party to investigate efficiently. The ED and Treasurer will collaborate with a third party on a written plan for an investigation; this may be someone from Fair Community Support, an attorney, an HR professional, an accountant with forensic training or other person with expertise. The ED and Treasurer may help to document/identify:

A. Descriptions of the system affected;

B. Records maintained by OCF, Crews, Booth;

C. Reconciliations of discrepancies;

D. Internal control gaps/weaknesses;

E. People who may be able to provide eye-witness interviews. Generally, investigations should be conducted by experts, possibly an attorney, a forensic accountant, or HR professional.

4. Investigations are to be conducted with a written plan and involvement of the third party. (Note: the third party is not to be a member of the Management team, as supervisors to the subject of investigations are not appropriate to investigate the subjects.) Information gathered by the investigation will be assembled into a report to be reviewed by the Board, ED, and Treasurer. The Board will receive minimal identifying information to protect the identities of the parties involved.

5. Evaluation of the investigation. The ED and Treasurer will determine if further investigation is warranted. The ED and Treasurer will present the Board with a confidential report (withholding identifying information) with the options being considered for follow-up.

Results of the investigation are to assist the Board, ED and Treasurer in evaluating, from high to low, the likelihood of:

1. A material misappropriation of Fair assets;
2. The identity of a perpetrator;
3. If internal controls were in place that were evaded;
4. If internal controls/systems should be redesigned and/or duties reassigned;
5. If the initial assessments of loss and need to involve a lawyer should be reconsidered.

If the investigation indicates a strong possibility of a misappropriation of assets with a low expectation of recovery, insurance claim, or lawsuit, the ED and Treasurer may seek legal advice if there is a person, or persons, who is identified as having a higher than low likelihood of being a perpetrator of a misappropriation and if the follow-up may include changing the responsible party's duties or position. The ED and Treasurer may also consider if the person who may have violated internal controls and/or misappropriated assets had mismanaged their duties due to a lack of skills or motivation. The ED and Treasurer may consult with members of the Management teams, affected crew, booth, or other affected parties in implementing a response. The ED and Treasurer will also consider improvements to the Internal Controls that will do more to detect and/or prevent the type of fraud that presented the risk.

All parties involved in the follow-up process are to use a restrictive need-to-know approach that keeps reporter and informant information secure.

If the process results in legal actions, the process may involve sharing names of a suspected perpetrator with the Board of Directors. In cases resolved in other ways, the identity of the person(s) who are the subject of an investigation will be guarded.

A final report will be made to the Board of Directors.

Next Board Meeting: Monday, May 4, 2026, at 7 pm via Zoom

