Statement from the OCF Board of Directors & Executive Director

This statement was given with consent on November 17, 2026 from all named below.

We understand the need to address the November Board Meeting regarding the approval of a Leave of Absence (LoA) agreement. Everyone involved in this situation is deeply dedicated to the Oregon Country Fair, the membership, and the Fair Family. All have acted collaboratively and with care. We ask the Fair Family to extend the same, and not to perpetuate rumor, gossip, or social media posts as fact. All OCF Board Members, current and past, are legally bound to keep personnel issues confidential. What follows is a summary of events, shared to the extent permissible, with the unanimous consent of those named below.

In spring 2026, Sunny was let go as an OCF employee. In August 2026, she ran for the Board on a platform of Humanistic Sustainability. During the election cycle, neither Sunny, the Board, nor the ED discussed her termination. Sunny received the most votes. The morning after the election, Kirsten submitted a resignation letter to the Board stating the results posed a conflict. She did not ask the Board to take action on her behalf and did not ask for Sunny's removal.

The newly seated Board moved quickly, holding three executive sessions, attended only by Board and Officers, at all of which Sunny was present. She met the process with courage. Through collaborative discussion, Sunny suggested a leave, acknowledging the need for a cooling off period. All agreed that a LoA would move forward only if Sunny was in agreement. No one pressured or required Sunny to accept this option. A two-year timeframe was decided collectively, although it was longer than Sunny initially suggested. The group agreed it could end sooner by mutual agreement. She signed the agreement with interim President Trevor Ross and consented to have it posted on oregoncountryfair.net. At the November meeting, Sunny chose to share a statement she wrote with the membership. The Board did not ask her to do so.

The Board unanimously agreed that retaining Kirsten was in the organization's best interests. She is currently managing several large projects, and significant infrastructure and financial improvements. At the Board's unanimous request, Kirsten agreed to continue as Executive Director.

Regarding the Leave of Absence: Sunny did not resign and was not removed. Her Board seat remains hers and will not be filled during her leave. She will continue to participate in Fair activities and some Board work, including the work she is most passionate about, shepherding the soon to be developed Humanistic Sustainability Task Force. This includes development of a Volunteer and Coordinator Handbook, review of Grievance Policy and Procedure, SOPs, and Wholistic Diversity.

Understanding the challenges with this situation, and with the intention to prevent it in the future, the Board has drafted a motion requesting the Bylaws Committee suggest language for a waiting period between employment and Board service.

We are moving forward together, holding the interests of the Oregon Country Fair, the Fair Family, and the Staff as our priorities. All involved have acted with respect to Kirsten, Sunny, and each other. We ask that Fair Family aim for a similar level of respectful treatment of all involved and one another. We will continue to work to forge the best way forward. Thank you for moving forward with us.

~ The 2026/2027 Board of Directors, Officers, & *Executive Director*: *Hilary Anthony (Treasurer), Sunny Arthurs, Kirsten Bolton (ED), John Davis, John Govsky, Roman Hargrave, Paxton Hoag, Felicia Kirsch (co-VP), Kevin Levy, Ann Bennett Rogers, Zahra Indigo Rønlov (co-President), Trevor Ross (co-President), Lawrence Taylor, & Teresa Vaughn (co-VP)*

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