

Sustainable
OREGON
2021

OCTOBER 20-22
VIRTUAL CONFERENCE

LEARN MORE AT
OREGONRECYCLERS.ORG

The conference that connects Oregon's materials management industry.

 ASSOCIATION of
OREGON
RECYCLERS

Presented by:  WASTE CONNECTIONS
Connect with the Future

AOR ANNUAL REPORT 2021

Email & Website:
info@oregonrecyclers.org
oregonrecyclers.org

Tel: (503)233-3056
P.O. Box 1264
Tualatin, OR97062



NOTE FROM THE BOARD CHAIR

I want to take this opportunity to express my gratitude for the AOR board and staff for their hard work and dedication to this organization. While the pandemic shifted AOR events to virtual rather than in-person, the AOR board and staff have worked very hard behind the scenes to keep AOR moving forward. The ever-changing conditions over the past two years have brought challenges and your board and staff have risen to those challenges and I'm grateful!

In addition to the leadership from your board and staff, I'd like to thank the membership for their strong support of AOR. Members have continued to sponsor AOR's virtual events. And many of our members serve on committees that are integral in advancing AOR's work. Those volunteers and committee members are recognized throughout the report. While we haven't seen you in-person lately, our members are front of mind when it comes to developing educational content in the form of webinars and a virtual conference, legislative issues, and how to maintain AOR's strength as an organization.

In 2021, we brought bylaw changes to the membership that were passed in October. These changes were part of an overall effort to help AOR continue to evolve to meet the needs of our members. There is now more flexibility for incoming board members to work in the areas that utilize their strengths and that they have the most interest in.

As you review the 2021 Annual Report, if there is an area that you would like more information on or if you would like to get involved with one of our committees, please don't hesitate to reach out to us. I'm excited for what 2022 will hold and look forward to seeing you all in-person again soon.

Sincerely,

Kristin Leichner

Kristin Leichner – AOR Board Chair



AOR HIGHLIGHTS

The Association of Oregon Recyclers (AOR) is a nonprofit membership organization that has been dedicated to supporting waste reduction, reuse, recycling and composting in Oregon since 1977.

Strategic Highlights

2019-2021 brought challenges due to the COVID-19 pandemic; because of that AOR was not able to hold our annual in-person conference, but used this time as an opportunity to focus on pressing legislative priorities, diversity, equity and inclusion work, bylaw revisions and strategic planning that lead to further development and refinement of Board duties and committee work.

Financial Highlights

Total revenue generated in 2021 was \$150,563.35, which came from AOR sponsors, members and attendees.

Operating Highlights

On December 14, 2021 AOR members voted and approved revisions to the 2017 bylaws. The approved changes give the Board more flexibility with recruitment of new board members, a refinement of Board roles, increased succession planning for officers and key committees, and clarify the decision-making processes for AOR. The updated bylaws also added language that supported gender-neutral pronouns and eliminated the pre-designated board “chair” names to attract a more diverse candidate pool and skillset.

“The AOR Board has strived to bring diversity, equity and inclusion to the forefront of our organization - bringing an equity lens to conference programming, development of guiding principles and bylaw revisions.”

Kristin Leichner - AOR Chair

AOR BOARD

		
Chair	Past Chair	Resource Director
Kristin Leichner, Exp. 2022	Alison Briggs-Ungerer	Amy Roth
Pride Disposal	Briggs-Ungerer Consulting	AOR
		
Treasurer	Secretary	Legislative Chair
Laura Leebrick, Exp. 2023	Angie Marzano, Exp. 2022	Rosalynn Greene, Exp. 2023
Rogue Disposal	Lane County	Metro
		
Conference Chair	Education Chair	Markets Chair - NEW
Sanne Stienstra, Exp. 2022	Elizabeth Cole, Exp. 2023	Jeff Murray, Exp. 2023
Department of Environmental Quality (DEQ)	City of Beaverton	EFI Recycling

		
Membership Chair	Marketing Chair	Fundraising Chair - NEW
Jennifer Stefanick, Exp. 2022	Joel Schoening, Exp. 2022	Danielle Womble, Exp. 2023
Washington County	Oregon Environmental Council	Waste Connections

DIVERSITY, EQUITY & INCLUSION SUMMARY

In 2020, the Board formed an internal team interested in exploring how structural racism is influencing AOR's own processes and opportunities in our industry. We sought to identify how AOR could better incorporate equity into our broader goals as an organization, our operations and decisions, and what role we could take to be a more active leader for our industry. Specifically, we looked at the composition of the AOR board (and the lack of diversity there), how meetings are run, how we conduct elections, and other barriers that prevent AOR from being a more inclusive and equitable organization. As part of this work, AOR hosted a training on "Leading with a Racial Equity Lens for Structural Transformation." This work engaged members and provided tools and resources for actively listening and dismantling prejudices and asked us all to apply a different lens to our work.

As a result of this work, AOR has begun to take steps toward more equitable and inclusive practices which include updates to the strategic plan, bylaw revisions, elimination of Roberts Rules of Order (which are rooted in white supremacist ideologies) and revised Bylaws to include AOR's commitment to continuing our equity work.

AOR members also voted to approve the bylaws to add the following:

AOR welcomes all Oregonians regardless of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations.

We are committed to providing an inclusive and welcoming environment for all members of our staff, committee members, event participants, volunteers, contractors, exhibitors and all Oregonians.

AOR values the well-being of all Oregonians and supports the conditions upon where we work and live that result in health and happiness.

Therefore, we preface our organization with guidelines with the conviction that we must work together in harmony toward an environmental and socially just Oregon.

LEGISLATIVE SUMMARY

The Association of Oregon Recyclers (AOR) is a 501(c) 6 committed to supporting policies that promote high-quality recycling and composting, thoughtful consumption, and producer responsibility.

In 2021, we continued to learn how to live through a global pandemic by pivoting the delivery of our fundraising efforts, educational programs and lobbied for the historic passage of SB 582. During the 2021, our members, AOR Board and elected officials lead on several environmental bills that push the envelope nationally on materials management and producer- responsibility policies, making Oregon a leader.

The biggest victory for our industry from the 2021 legislative session was the passage of SB 582, the Plastic Pollution and Recycling Modernization Act, which establishes an extended producer responsibility program for a broad range of consumer packaging materials. The session also saw some other historic climate change bills including 100% Clean Energy for All (HB 2021), Healthy Homes (HB 2842), and the Energy Affordability Act (HB 2475). These climate bills were historic for their potential to respond to the climate crisis, but also because the bills acknowledged that climate change disproportionately affects those who suffer from socioeconomic inequalities, including many people of color. More than ever our work calls on each of us to understand the intersection between environmental justice and policy/program work.

Looking Ahead - 2023 Legislative Session

In addition to a potential bill designed to update the Oregon E-Cycles program, AOR expects to see the return of *Right to Repair*. AOR and other advocates are keenly interested in securing Oregonian's right to repair electronic devices they purchase and own. Smartphones, tablets, laptops, PCs, "smart" appliances have become increasingly difficult for consumers to access information, diagnose and repair. This is a bill AOR actively supported during the 2021 session and will continue to do so. In addition to right to repair, AOR is also closely watching and prioritizing further changes being proposed to the Bottle Bill, a Truth in Labeling bill (currently being discussed by the Truth in Labeling Task Force) and a bill to address single-use plastic waste.

FINANCIAL SUMMARY

2021 continued to be a challenging year as the Annual Conference, our main income for the year once again was virtual. This, in combination to virtual fundraising, saw lower than normal income, but also kept expenses low because there were no large conference expenditures.

AOR allocates expenses into four categories:

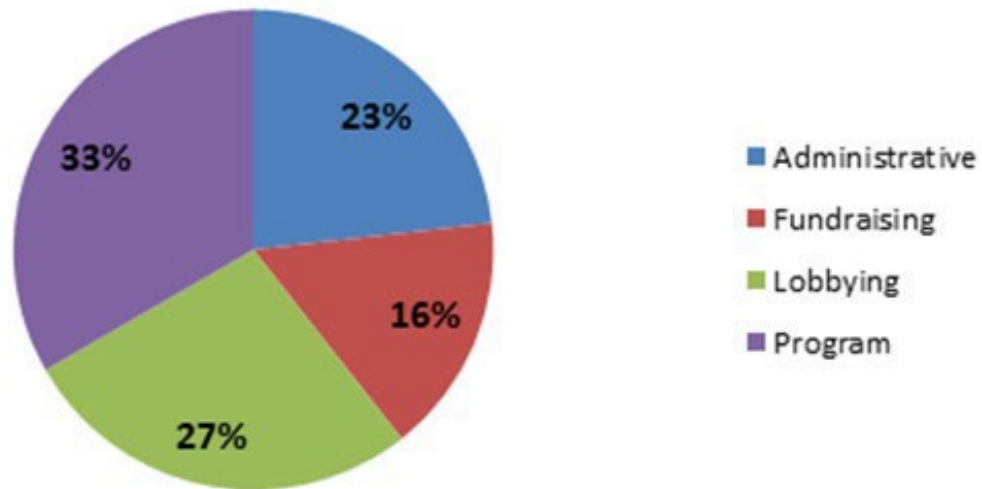
1. **Program Expenses**—expenses related to carrying out AOR’s mission, and that result in goods or services being provided.
2. **Administrative Expenses**—expenses for AOR’s overall operations and management.
3. **Fundraising Expenses**—expenses for publicizing and conducting fundraising campaigns, maintaining donor mailing lists, conducting special fundraising events, and any other activities that involve soliciting contributions.
4. **Lobbying Expenses**-expenses related to lobbying activities.

This year our expenses were considerably lower than past years, in large part because we did not work with a conference coordinator and Amy took on the majority of conference coordination with support from the board. The bulk of conference expense was on Big Marker, the online platform AOR used to deliver the virtual conference, as well as consulting services from Alex Renya, who transcreated the AOR sessions into Spanish. AOR has also seen increases to overall expenses and labor felt by many members in our industry.

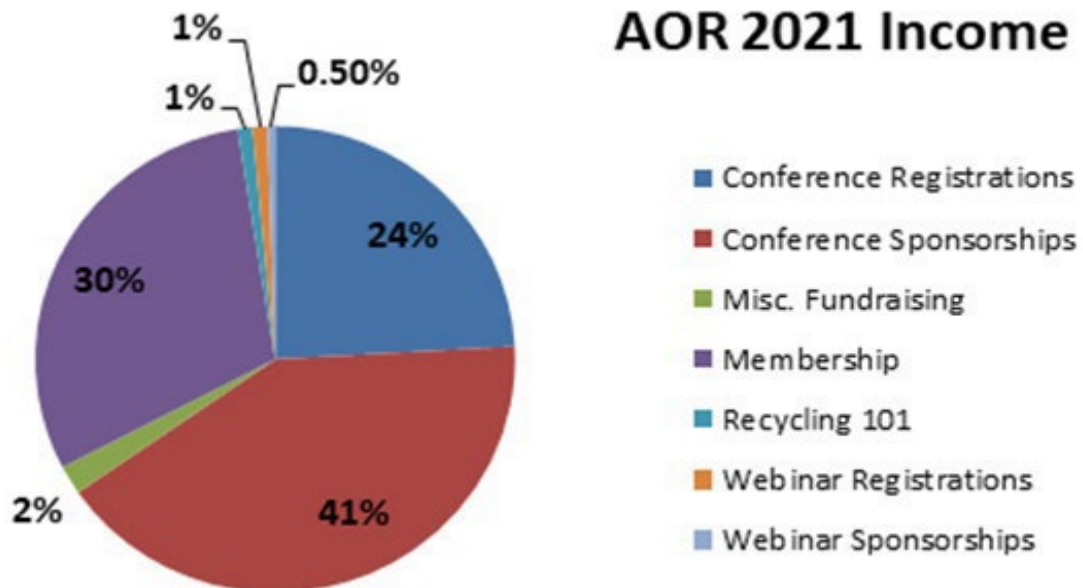
Virtual Highlights

This year AOR experimented with several virtual enhancements, moving some of our fundraising efforts to a virtual platform and produced an essential worker tribute thank you video for their service during the pandemic. We also hosted our first online silent auction that raised \$4,292.00 in contributions from our generous membership.

AOR 2021 Expenses



AOR 2021 Income



Sustainable Oregon Conference Highlights

This year's virtual conference was held for 2-days during October 20-22 and was our most profitable conference since 2015, netting the organization over \$90,000 and welcoming 193 registrants! There was a lot of energy and excitement from registrants about The Plastic Pollution and Recycling Modernization Act, signed by Governor Brown in August. Because Extended Producer Responsibility (EPR) was on everyone's minds we secured Senator Jeff Merkley and staff to discuss the National Break Free from Plastics Pollution Act of 2021. We also felt covering topics aimed at uncovering unconscious bias and elevating diversity and inclusion themes was a priority focus that membership was interested in exploring with us.

The line-up included: "Hot Topics in EPR," "Achieving Equity in Multifamily Recycling," "Exploring Varied Dimensions of Materials Management," "Materials, Climate, and Justice and the Intersection of Food and the Built Environment," "Never Stop Learning: Where you Are, in Your Language," "Oregon's 2050 Vision in Action," "Plastics Recycling from A to Z," and another stellar markets panel that looked at end markets for recyclable commodities in a constant state of flux.

Another addition to the conference was our work with Alex Reyna who transcreated all the conference sessions into Spanish. Transcreation is different than translation and takes into account cultural factors so as not to omit any essential information or context. The AOR Board felt strongly about making these resources inclusive, accessible AND culturally sensitive.

MEMBERSHIP SUMMARY

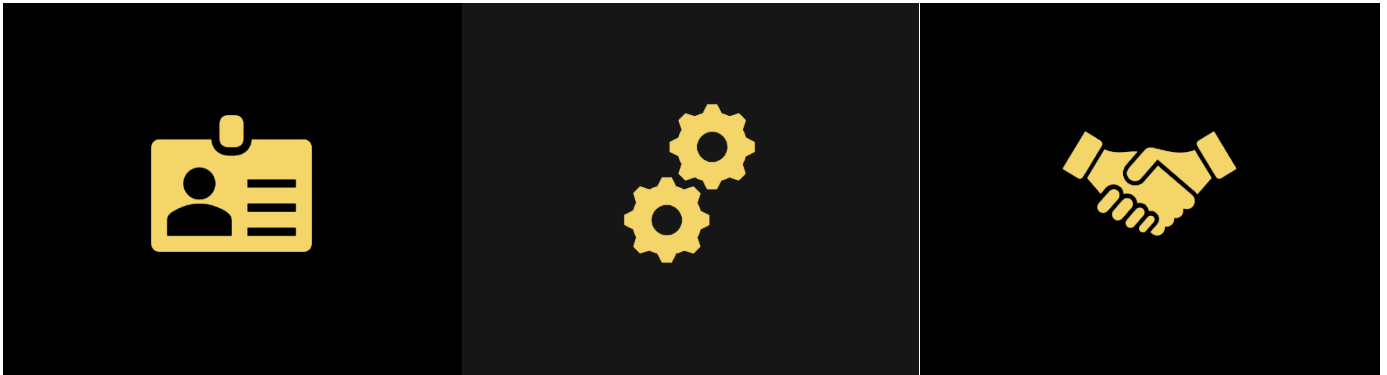
AOR members come from all sectors of the industry - collection, processing, manufacturing, consulting, education and outreach, government and nonprofits. With over 500 members, AOR continues to set the industry standard for encouraging sustainable legislative initiatives and awareness about industry news and trends, educational workshops and conferences, legislative advocacy and a large, resourceful network of people and organizations that work together to advance a common mission. We love our members and could not do the great work we do, without the financial support and contributions from members.

Individual Members	88
Small Businesses (25 employees or less)	45
Large Businesses (26+ employees or less)	36
Small Government (serves 80,000 households or less)	17
Large Government (serves 80,000+ households)	9
Nonprofits	19
Total	126

AOR COMMITTEES

Committees are small groups comprised of board members, staff and dedicated AOR members who come together to provide expert guidance on legislative, event and conference planning, membership and our diversity, equity and inclusion work. Not only do they help move critical AOR work forward, they provide guidance and provide a diversity of perspectives.

Thank you 2021 AOR Committee Members!



Conference Committee

Chair: Sanne Stienstra

- Ali-Briggs Ugerer - AOR/Consultant
- Amanda Ingmire - DEQ
- Amy Roth - AOR staff
- Carolina Martins - Washington County
- Danielle Womble - Waste Connections
- Elaine Cole - Portland Community College
- Garrett Neliton - D&O Garbage
- Jill Hrycyk - Metro
- Kristen Purdy
- Laura Van Der Veer - Metro
- Richard Palazuelos - Washington County
- Sarah Grimm - Lane County
- Travis Comfort - Republic Services
- Vinod Singh - Far West

Legislative Committee

Chair: Rosalynn Green

- Abby Boudouris - DEQ
- Brandon Lesowske - Portland State University
- Dave Larmouth - Recology
- David Skakel - Tri-County Hazardous Waste & Recycling
- Jeff Murray - EFI
- Justin Gast
- Jerry Powell
- KJ Lewis - Republic
- Laura Kutner - Trash for Peace
- Michael Wisth - City of Eugene
- Megan Ponder - Consultant
- Nicole Janssen - Denton Plastics

Thank you 2021 AOR Regional Liaisons!

AOR's Regional Liaisons play an important role in keeping our organization connected with members and issues across the state. They play a critical role in communication, networking and membership recruitment.

 <p>Central Oregon <i>Susan Baker</i> Republic Services - Bend</p>	 <p>Oregon Coast <i>Aimee Thompson</i> Thompson's Sanitary</p>	 <p>Southern Oregon <i>Jamie Rosenthal</i> Recology - Southern Oregon</p>	 <p>Eastern Oregon <i>David Skakel</i> Tri-County Haz Waste & Recycling</p>
--	--	--	---

Thank you 2021 Outgoing Board members!

Gregg Hayward and Vinod Singh both termed out in 2021. Gregg served for 2 terms as education chair and was a central figure in updating Recycling 101, advocating for the inclusion of DEI conference sessions and always had a smile on his face. Vinod served for 3 consecutive years and was instrumental in bringing his keen markets perspective to the Board and for always helping to pull together a stellar markets panel.

 <p>Gregg Hayward <i>City of Gresham</i></p>	 <p>Vinod Singh <i>Far West Fibers</i></p>
--	--