

Board of Directors Meeting
January 8, 2018
7 pm, NW Youth Corps, Columbia Room

Board members present: Diane Albino, Chewie Burgess (alternate), George Braddock, Indigo Rønlov (vice president), Jack Makarchek (president), Jon Silvermoon (alternate), Kenya Luvert, Laurel Blaser, Paxton Hoag, Sue Theolass. **Peach Gallery present:** Staff (Crystalyn, Robin, Shane, Shelly, and Stephanie), Officers (Hilary) and 47 members and guests.

This Board of Director's meeting is being videotaped and will be available to the Fair family on the OCF YouTube channel for those wanting to watch the proceedings here tonight. To get links for this and all Board meetings go to the Board section of oregoncountryfair.net and click on "Sign up to receive videos of monthly Board meetings."

New Business

Fiftieth Anniversary Task Force, budget and support (Indigo)
Appoint Ann Rogers to Diversity Task Force (Diane)
We will have guidelines next month (Indigo)

Announcements

Chewie: I found out Brian West, drummer for Sugar Beets, passed away unexpectedly. Indigo: Brian was my son's drum teacher and for many youth in our community. Not only did he keep us dancing with amazing rhythm, he was educating the next generation of youth. It's hard, my son said, "I've never felt it before like this." He's had old people die and for a little boy it's different, this was a relationship. Not only for Brian's family and the band, also for the kids who are at a loss because their teacher is gone.

Chewie: The entire community lost something.

Guitar Mon Pete: I'd like to announce my birthday bash. This year instead of doing a music show I'm turning it into a benefit for Trey the base player's wife, Camilla, who's been suffering from cancer for several years. Let's show her some love that night. The band is going to be based on my guitars I make back home. There will be a lot of Grateful Dead music, the Dragon Rose Band. It will be Saturday January 20 at Cosmic Pizza (now Whirled Pies) at 9 pm, and asking a \$10 to \$20 donation for Camilla. This is my newest creation, it's called fantail carving and it's interesting to me because it's one piece of wood.

Sue: Geneva Kesey died just before the new year. She was ready, all was well when she passed. She was 101 years.

Staff Reports

Crystalyn: Happy holidays to everybody. I took some time off and it was awesome. We are working on contracts and agreements for 2018. We are almost done with the budget.

The budget committee changed a lot of our processes, streamlined some things, and it's taken effort to do that. I think we've made progress and in the future, it will go a lot smoother. It's been a lot of work and thank you to the Budget Committee members. I wanted to thank Ty for Recycling Crew He let us know he is resigning as coordinator.

Shane: I spent the holidays with my son, nice to reconnect with a 17-year-old. We had another coordinator resign, Rebecca LaMarsh from Site Crew. I want to thank her for her time as coordinator; she did a great job. I've been working on a whole bunch of extracurricular activities with the Fair and turning our attention to putting the event on again, meeting more with Fair crews. We have not heard from Lane County Hearing Officials regarding our SUP being under consideration.

Shelly: It's been a quiet month onsite. We're nowhere near flooding as we just haven't had the rain. The site is completely walkable and please do come out to visit. We lost a beloved member of our local community on December 30. Seven-year-old Hunter Heineman passed away in a car accident on Highway 58. Hunter was a close friend, classmate, and teammate of Gunner's. His parents and 15-month-old sister survived the wreck. Thank you to all the OCF family who have contributed to the GoFundMe for Hunter's parents, Zach and Ashley. They are incredibly grateful for the love and support. The entire community is deeply saddened by this loss.

Stephanie: Happy new year everyone. We had some down time in the office, but have been plugging right along with budgets. Indigo mentioned Guidelines are coming up next, so I'm also working with coordinators on getting the calendars for 2018. If you don't have it to me yet, please get it to me; I'll be sending it out to coordinators for review also, for Guideline submissions. We have been finalizing the budget. In my new capacity I went to my first BUM meeting and it was interesting. I saw Fair from a very different perspective. It's a new year and we're getting a fresh start on things. Thanks for being here.

Robin: We really did hit the ground running when we got back in. The phones are beginning to ring again. I even got contacted today by a parent who wants her 14-year-old son to attend Culture Jam. It's January!

Committee Reports

Jill Heiman Vision Fund: The committee met last month, and we brainstormed new fund-raising possibilities with the goal of raising 50K for the fiftieth anniversary.

Food Committee: Sue said the deadline for submitting applications for booth or cart is this Friday at 5 pm. The application is on the .net site.

Path Planning: Paxton said the smoking subcommittee met at the regular Path Planning subcommittee roundup, and made recommendations which will be presented at the next meeting January 21, at noon. It will be at LCC, Building 2, room 214. It was well attended and a very active discussion.

KOCF Radio: Dean said we've been running a series of PSAs on the station. We have five for the Jill Heiman Fund and seven for the OCF Endowment Fund. These are announcements I think our community needs to know about. (Dean played two announcement examples. These spots run all day long, hourly since mid-November. We are going to continue developing new spots.

Robin said we have also been working on spots with KLCC with the same idea and how to raise awareness. We did it four years ago and we're going to do it again. It's

wonderful to hear these. Dean offered to give the existing spots to Robin for use at KLCC, indicating they are 30 and 60 minutes.

Community Center: Jon said they are recommending March 3 as the date for the work session.

Personnel Committee: Jon apologized for the committee not getting the draft done for the administrative assistant/bookkeeper position due to illness of key people. The Board has seen the draft, but he does not have copies for the Board meeting. The assistant manger job description will be done shortly. We are updating the operations manager, site facilities manager, and general manager job descriptions.

Member Input

Jerry Smith: I've had a strolling cart for 25 years at the Junction. I received a letter from the Food Committee, Crystalyn and Shane that I was kicked out of the Fair and it was very disturbing to me. It broke my heart; I have been writing emails and got a call back from Crystalyn and an email from Justin. I'm not sure how to go about dealing with it. I did go into a meeting with the Food Committee last year, and I was moved from my old place at Main Stage to the new location. It's very difficult for me; I grew up with PTSD so if there any changes it is never easy for me. I have to say Justin worked well with me in making the transition; I fought it heavily, but he stayed with me the whole time. At the Food Committee, they told me I could not have two points of sales and I did at night. In the agreement that I thought happened, I went to the Fair site. Charlie was there, Tom and Justin. We went through this whole thing and everybody worked with me to get me to feel OK. In that conversation I tried to see if I could set up an alternate at Main Stage that was a little bit different. No, it wasn't happening. What I thought I heard and now I know is different after all the communication, was I could set up at Main Stage at night after the hours of the Fair being open, closing it down before morning. What I thought Justin said to me was I could set up at Main Stage after hours, that as long as you're open in the morning at the new location. So, I thought this works for me, this a good thing we have worked out. But I didn't know I wasn't supposed to be open at the new place at night along with being open at the Main Stage. Still in my mind that is what I heard, but since I've gotten an email back from Justin and he explained to me what he said it made sense to me that I misunderstood. But I did not know that up until a week and a half ago. I was really sure that what I heard was it was OK for me to be open at night out at Main Stage because I had been there for so many years. So, the Food Committee was really clear with me, you cannot have two points of sale. They said that to me in the meeting, so I heard it I understood it, but I had permission to have the two places at night. Somebody at the Food Committee said "Do you have that in writing?" I said "No, but you can talk to Justin and see if that's what we did," because at that moment I felt that was the agreement. How I understood it, they were going to discuss it and get back to me. I mentioned I would be gone in February and I never heard from anyone. My assumption was that they did reach out to Justin, and that they did hear from him, and that it was like I said and that is why no one got back to me. I went ahead and set up at night at Main Stage and had the other place also. The way I see it, the Food Committee is right in what they said, that Justin's statement that he said to me in the email was correct that I just received, and I am also right in believing because I was told I could do it. I would never jeopardize my standings at the Fair. I love the Fair, I love doing it. I would

never put myself in that position. My thought is how do you pass judgement on a situation where every single part of it is right, the Food Committee, Justin, and myself. To me it has to go to the heart in that kind of situation. It can't be these are the rules, and this is how we see it. They are the rules and they should be looked at and should be followed. At the same time, I felt like I was doing something I was given permission to do. I don't know what the Board can do, but I want to do everything I can to heal this situation and do not want to leave the Fair. I've never done anything wrong at the Fair, and don't believe I've broken any rules. But when you read the rules it sure looks like I did. I'm just stating that, and I hope it gets healed and I'm at the Fair this coming year

Amy: I wanted to give feedback on the online Guideline Change form. I appreciate being able to reference it and copy it. The part that was challenging was once I sent it, I had no record it was received and no way to copy it into my archives or share it via cc with my coordinating team. As we are working with these online forms, which are steps in the right direction, I'd like to see ways we can back up the changes we've submitted and see that they've been delivered.

Bobbi Jo: Since it's come up a couple times tonight, and I've noticed it since I was on the Board quite a while back. We've got a pretty hefty commitment we've made about a match, and then we have a limit to the Board contribution. It's been some years since that match was actually meaningful up against the limit. Given the impact of the Vision Fund on our community, it's potential both for doing good and promoting us as an organization, let's think seriously about expanding that limit, where you can honor the match.

Jen Lin: I found myself questioning, after last month's decision on the consent policy — a discussion we need to have, but there's part that's bothering me that it feels too specific, too detailed, too something to the point that it got me questioning whether I was OK joking with a friend, putting my hand on them in comfort or in welcome or silliness. There are committees and groups and people that I interact with. I don't know if anyone else is experiencing this, but I feel safe enough with these brothers and sisters in the family, with these friends I've known for so long and we have a certain way of joking and talking in sexual innuendoes, hug bombing and puppy piling, and I don't want to lose that. There's a liberation in the safety I feel with them, that I can flirt outrageously and know that it's not being misconstrued. I wouldn't flirt outrageously with people I don't feel safe around. After last month's decision I found myself questioning whether I could put my hand on someone or hug them, or I would need their permission to do so from something that seemed so natural. There are certainly places to have this discussion, the consciousness needs to be raised, but I don't want to lose that other piece, that freedom and spontaneity.

Michael Bertotti: In the minutes last, they got part of what I said and then at the end of it, the one with the me's with the we's and then they took out the whole thing, so I wanted to get that in. What I really think is we should look at taking the rainy-day fund and a few other hundred thousand dollars, and invest in a giant summer of love for the fiftieth anniversary. Go as far as we can and as the system allows us to just really share and give with the whole Fair for all summer, the whole time, some way of making the dream come back because that is what this organization is about. It's showing people we can do it differently, and we are losing that. We need to get back to it and we need to share and if we don't, we're in trouble. It's a dark time, we need the light and somehow, we've got to do it. I'm good at this part and I'm good at helping out, but I'm not good at the

organization. I'm hoping someone will say what a great idea, let's do it, let's share some love and money. Let's do what we love and the money will follow. Let's put that money out. The rainy-day fund is obsolete, everything is paid for, it's a fund that doesn't really need to even exist. Come hell or high water, we've all paid our booth fees and our tickets fees. It's almost not a dangerous investment. We can do something for the whole world. Let's make a statement so this whole world can counteract this whole other stuff. And if we can't, let's try. Somehow, let's not be so caught up in systems, things and stuff that we're doing, let's try to live the dream.

Treasurers' Report/Budget Items

Hilary: January 20 is the coordinator potluck in which we discuss budget. Lynda and other Budget Committee members will be there to meet with coordinators and talk to them about what we will propose for the January 29 Board meeting. The crew budgets will be proposed to the Board, and the staff and operating budget. In the March Board meeting we'll — present the recommendations for capital projects. We still have a little work to do on the current budgets. We were hoping to get the 2019 budget prepared to propose as well, but it got ahead of us.

I want to thank the committee, it's been four staff members — Shane, Stephanie, Crystalyn and norma — coming to all the meetings and doing a lot of work. The volunteers have been Bennett, Lucy, Grumpy, Lynda, Sheldon and myself and had almost weekly meetings since October. We've been making these changes for a couple of years and it's awesome to have new people on the committee.

Lynda, Stephanie and Crystalyn have done a lot to get us off the old system from a spreadsheet that was rolled over from year to year that needed to be updated and transitioned. We're trying more to have continuity and we changed the formatting, so that information can be merged with notifications coordinators get. The things we're doing now, there's time in reconciling and proofing the data integrity but it's different time than the actual manual work. It's taking a lot of time now, but it's helping us get our systems up to date. We're integrating more data and more information to give back to coordinators. We've tried in the past to use the budget liaison system or notes on the sheets to give information about what was being recommended or recalculated, so Lynda and Stephanie have been systematic about writing in those notes and that will go out to the coordinators as well.

I couldn't be happier. The way this Budget Committee has been operating and very engaged, the current staff have been great at being detail oriented and compassionate about what we do through the budget process. There's a huge part of our success in communicating our intent and our operational issues with each other. It gives us a way to keep a handle on this huge, crazy, diversified, dispersed decision making that we have around money. I will miss the January 20 meeting, but I will be at the one on January 29.

Old Business

Sue moved and Laurel seconded to approve the December meeting minutes.

Motion passed: 10-0.

**Chewie moved and Sue seconded to approve the November consent calendar.
Motion passed: 10-0.**

Indigo moved and Laurel seconded for a Social Media Policy:

Working Group: Crystalyn, Brad, Ann, Jessica, Patty, Paxton, Laurel, and Indigo
Meeting held on November 30, 2017, at Fair office and GoTo Meeting

Document co-created on a Google drive by the working group.

Social Media has become a way Oregon Country Fair (OCF) members and family now choose to share information and opinions about the event and organization. All social media platforms are by definition public forums for discussion, not a place where work will be done or decisions will be tracked for the organization. In order to address both the benefits and challenges of this method of communication, I move to adopt the following Social Media Policy:

OCF Social Media Policy

To provide consistency and clarity of messaging, this policy is applicable to all OCF-related social media posts on any social media forums such as the OCF discuss list, Facebook, Instagram, Twitter, and/or any other current or future social media programs and platforms, and applies to those individuals in the following groups who hold positions of authority within the organization:

- Board of Directors (BoD)
- Officers
- Employees
- Back Up Managers (BUMs)
- Committee Members, if posting about the work of the committee
- Individuals invited to attend meetings of a confidential nature and anyone who may be privy to confidential information.
- Fair Family, who are asked to respect this policy and consider the suggested guidelines and best practices.

All individuals of the above listed groups are asked to copy and paste the following statement to the end of **all** Oregon Country Fair related personal comments and statements on public forums, except if they are specifically redirecting to pages and information on the oregoncountryfair.net or oregoncountryfair.org links: *"This is my personal opinion and may/does not represent the opinions and/or decision of the Oregon Country Fair Board, management, crews, or committees."*

Confidentiality:

Confidential information is **never** to be shared on any social media platform (or in any way), **ever**. Confidential information is confidential, period.

- Confidential information may include, but is not limited to:
 - personnel matters;
 - legal issues;
 - Grievances or disputes between members, which can be or are being addressed by existing processes, including mediated issues or details of restorative justice plans. Reporting parties will be informed that when requesting a response/resolution from the Management Team, the matter is confidential. All parties

involved will sign a Confidentiality Agreement and must agree to refrain from comment on social platforms until the process is complete.

- Work and reports of committees not yet made public or presented to the BoD;
- etc.
- For those social media statements that impact the ability of the BoD or Management Team to fulfill their legal, fiscal and/or operational duties to the organization or have breached confidentiality, in general and on any social media platform or program, recommendations for repercussions will be determined as appropriate by BoD, employees, and/or the legal team, which may include, but are not limited to:
 - public retraction;
 - public acknowledgement of situation by BUM, BoD, or committee member at a BoD meeting;
 - Resignation or removal from position.

Social Media Posting Suggestions:

People in positions of authority within the organization are asked to always consider if it is necessary to add to an online discussion. If, for whatever reason they determined it is necessary, it is their responsibility to represent the organization's best interest when commenting and posting in public forums. Those social media posts and comments written by members of the above-listed groups are ideally a reference, link, or restatement of existing resources to address the question/topic/process at hand (i.e. a link to the specific location on the .net site that would provide factual information that is relevant).

- Remember that you are a representative of the Oregon Country Fair.
- Keep OCF inner workings and information off of personal pages.
- Be professional, responsible, and credible.
- Remember comments and posts could be permanent and visible to anyone, be mindful. Careless comments can come back to harm you, others, and/or the organization.
- If you feel the need to respond, do so thoughtfully.
- Turn negative situations positive and correct misinformation publicly by directing to approved and factual sources.
- Be cautious about personal information, both yours and others.
- Add value and insight to the conversation, avoid confrontation and inflammation.
- If a discussion you are engaged in becomes potentially detrimental or harmful to others and/or the organization, leave the conversation entirely.
- Rather than respond in the public forum, reach out to individuals for a private conversation.
- Responses from the above-listed groups are ideally made in a **new post**, not in response to comments on an existing conversation,
 - Be succinct in nature with references to resources from approved sources, such as:
 - Internal Fair Information: oregoncountryfair.net
 - Board Meetings and documents
 - Organizational forms
 - Committees
 - And more...
 - Public website: oregoncountryfair.org

- Yearly Application Information
- Yearly Event Information
- Appropriate channels of communication
 - OCF Employees and letters to the BoD: office@oregoncountryfair.org,
 - OCF Board: member input at monthly BoD meetings
 - OCF Management Team: bumocf@gmail.com
- Safety discussions must never happen on a public forum. When safety concerns are raised on public forums — individuals should be directed to the Management Team through appropriate communication channels above.
- When issues of personal conflict between volunteers are raised in social media, the only appropriate response is to direct the individual posting to the Management Team or online process form through appropriate communication channels. (email, phone, .net)

BEST PRACTICES suggestions for social media:

Sharing your passion and enthusiasm for the organization, the event, the family, etc. are all encouraged and we acknowledge that social media can be a useful tool for this type of communication.

- **Balanced messaging** — Please consider setting a goal for your social media interactions to be weighted toward the positive, like celebrating a volunteer contribution, or sharing an image that is in line with our mission (art, community, creative expression, etc) on a regular basis, like every other post, or once a month, or something in between.
- **Positive counterpoints** — when something significant impacts your experience, consider sharing the positive counterpoint: Though this (day, meeting, interaction) was challenging, I walked away with a deeper understanding of how we can (improve communications between committees and coordinators, better inform our impacted crews about changes in policy, encourage creative solutions to logistical challenges, etc.)
- **Always include links to reference material/documentation** — in order to be respectful of the time and resources already spent creating minutes, policies, protocols, processes, guidelines, etc. Always include a link to existing resources! This drives traffic to the communication channels that we can and do have the resources to maintain!
- **Direct passion and energy to useful outlets** — One of the reasons people post is to be heard — give them a better outlet to achieve that goal! Direct posting parties to committee meeting times, or invite them to come to the next Board meeting. Sometimes a personal invitation can change a narrative, midstream!

Indigo: For clarification, the social media policy itself goes through the part about repercussions, and then the posting guidelines and best practices are supporting information.

John: I understand there is desire to have civility in the discussions online. One of the things we wanted to enable when we started this Fair was free speech, it was a major theme. The part of the policy that has been read seems to create prohibition. I think it is inappropriate and exactly opposite of what we should be doing. We should be encouraging that discussion even if it hasn't yet been recommended. This is a 501c3 organization in the state of Oregon. The only things that are not public information are personnel issues, real estate transactions and litigations; anything else is public information. I think this policy has good intentions, but it seems like it's heading

towards censorship. I think we should be encouraging Fair family to discuss issues, not suppress them.

Crystalyn: My understanding of the intent behind this, as an employee of the Fair, if I post something on Facebook it is perceived as the opinion of the Fair even if it's coming from my personal post. We need to be careful, for those of us who are in positions of authority such as BUMs or employees, of being cautious of the way our personal opinions are received. So that's why *"This is my personal opinion and may/does not represent the opinions and/or decision of the Oregon Country Fair Board, management, crews, or committees."*, and putting that disclaimer out there to let people know when those of us in positions of authority are posting things that it is from our own opinion and not on behalf of the Fair.

Michael B.: What you are basically saying is off the record, on the record. On the record is anything official that represents the corporation or nonprofit, then you are on record and have to be respectful, a common-sense person and not say dumb things. So is that what you're doing in a very complicated way even with the cyber world connection to remind everybody "don't be saying things, it's off the record" or "don't be saying things like it sounds you're official." If you're saying your own personal comment, you should always say off the record. It should be just that simple basic thing and not be reminded. I like the complexness, but it causes problems and makes no sense. Keep it simple and trust that the people you elect and hire are smart enough that they're not going to do this.

Christine: I got this from Ann today — to all members, there are some posts that have been calling people out by name. We can't have that at the site, there are legal issues and so that is the crux of a lot of the social media problem. But we do need a freedom to express, throughout the Fair and social media with having common sense and disclaimers, if you are staff or Board saying this is not a decision of my own personal view and knowing the difference. There needs to be an informed discussion, we have people who are members from all over the world, so how else are we able to communicate. There needs to be a means where we're not constrained, this voice of ours.

Jen Lin: It would be great to have an OCF internal website where we can have these discussions. Part of the challenge is we are so many, we are so scattered across the board and people think they know what they know but they don't have all the information to back it up. Often, they don't know about the .net site to find the internal documents that are referenced. I can easily see where we have this policy, but in some ways I think it limits free speech. I think we should have common sense, yet there's other side there's who is reading it and responding and how do we educate us better which has been a decades long topic. I don't know that it's resolved in policy.

Bobby Jo: There's a lot of verbiage and I did not catch the range of applicability of this policy. It does seem it's real appropriate for any context in which a site presents itself as being an OCF site, or a person could be perceived as representing the Fair, say coordinator speaking on issues related to the crew they coordinate or staff members or the Board. I think Board members themselves are politicians, so it should not apply to Board members. Although the confidentiality should. Any site using the OCF brand, we should have a reasonable expectation that the site should be moderated in way. There are subtleties in the application and there are real questions about all it goes into. It's a good first reading.

Hilary: I appreciate the work that's gone into this and I hope we'll keep working on this and not adopt as our policy tonight. If I drill down on what looks to me to be the social policy, violation of it you can be asked to do a public retraction. I don't understand the public acknowledgement of situation, or resignation or removal from position. There are consequences and the three things that can get you there are 1) you don't put the disclaimer, 2) you break confidentiality, 3) you put down a social media statement that impacts ability of the Board or Management Team to fulfill operational duties to the organization. I think it's incredibly vague. To me that's not getting at the heart of what we need. I want to see Staff, BUMS and Board engaging freely online, see us civil and respect confidentiality, and share good resources. I think we're cutting ourselves short by not engaging online more and not modeling good respectful communication. I think some of the people in this room have been held back from doing that and it's very important to make good information available online. I think a lot of these best practices will be stronger and be more meaningful if we engage people in creating them whether we create them online or work sessions. This is a good starting point and good for discussion. But to have agreements, people have to agree on it. They have to talk about it and refine it. Some of the most divisive conversations I've seen online the past couple years have been about specific Board actions. People disagree about the way the organization is going, sometimes it's interpersonal and sometimes wider issues with hard conversations. Those are important conversations to have, and important for people of authority to engage in. I want us to find a way to do that, not be quieter.

Crystalyn: I want to clarify this policy would apply to the Board, officers, employees and Back Up Managers and committee members if they are posting about work of the committee that hasn't gone to the Board and become public to the Fair family yet. We hope that other Fair family follow the best practices, but the policy would only apply to people in positions of authority.

Heather: I second what Hilary said. People have different ideas of what's in the best interest of the Fair. We often have votes that are 9 to 1. So, who decides what's in the best interest of the Fair? I assume that the part about confidentiality agreements was only applicable during a process and once the grievance was done then that was over. Recently there's been interesting information come to light about confidentiality agreements. The woman who is president of the Miss America association was a sexual harassment victim. She had signed a confidentiality agreement and she decided to break it. The only way she could start talking about what had happened was to break it. Be very careful with confidentiality agreements. In terms of safety concerns, don't forget about Erin Brockovich. Sometimes there are safety concerns that somebody says I feel this is a safety concern where everyone thinks it's fine but it's not. This organization comes from a heritage of dissent and alternativeness, but instead we're just supposed to be positive? Sometimes not everything is positive.

Dean: I support the efforts so far, but it feels overburdensome. Thank you, Hilary, I appreciate you breaking it down and clarifying the points because in my first hearing of the reading I couldn't gather that from it. This is the first time I've heard it and seen any discussion about it. I kept thinking wow, I'm not sure what that means for me. How is that going to affect what I do and if this went through, am I in violation or have I ever been in violation? I would hope all of you asked that same question. Giving my opinion on one of these areas that has been a controversy within the Fair, I've done so out of my concern for the Fair and passion on what's being spoken about. It's in other

conversations that have been out on Facebook that I've made comments about, but it comes back to the Fair. If it could be simplified and made more concise, then I would be willing to support it. It's a little too complicated for me.

Chewie: One of my concerns about this is the punitive action. If you put the disclaimer, does the punitive action go away? The whole social media posting guidelines, they confuse me and I've read this several times. The punitive thing really bothers me and this should be about open discussion. I would hope that all of us would be responsible, respectful and not attack each other. Sometimes you just get worked up and we need to accept that we are human beings and be aware how we respond. I think that this is a great place to start and I really appreciate the best practices suggestions. One of the things I have a problem with is the punishments. If I get punished for the things I say, I probably wouldn't be on the Board. There are people in this room who would do things that I would never do, and that doesn't mean they are wrong. And there are things I've done that people in the room would never do, and it doesn't mean I'm wrong. Please hear what I am saying and let's try to be respectful and responsible, and to have further discussion about how we can make this policy more salient and acceptable.

Jon: As someone who has experienced what social media can do to somebody, in terms of distortions, positions, motives I can understand where the impetus with this policy comes from. I think this policy is a mistake and I don't think it's salvageable. If it's an issue of people revealing confidential information, then let's have a policy on confidential information. If it's something related to employees, let's address it in the terms and conditions of job employment as to when it's appropriate for an employee to be stating a public opinion about the OCF. I believe there is an intrinsic conflict of interest between being a member and being an employee of the Fair that we have never addressed. If it's a question of an employee stating something, deal with it in the employee job description. What this policy is defining as confidential information is works and reports of committees not yet made public or presented to the Board of Directors. There have been numerous times in the past when I have commented as a Board member on a report or proposal being brought to us by a committee and the feedback I've gotten from other Board members at that time was you should have gone to the committee meetings and participated and said something in the committee, that's where things get worked out and developed. And yet if the community meetings are open to their members and can come hear what everyone is discussing, and then you say you can't post what you hear in the meetings? That doesn't make any sense to me. It is difficult to see that as anything other than stifling dissent, minority opinions, discussion and free speech. Who is going to enforce this policy? I'm a Board member, I'm accountable to the membership. If I say something the members don't like, they can vote me out. I don't want to be in a position where the rest of the Board votes to censor me because I said something that is contrary to operations here. This is not the path we should be going down. Should people think about what they post on social media? Yes. Can you legislate that? No. I don't think this is something we could or should legislate. I'm going to vote against and hope we don't waste a lot of time on this. I think there are more important things we should be working on.

Paxton: It's too wordy. I was very unhappy this wasn't published in the Fair Family News. I thought we had an agreement at last Board meeting that it would be. I'm willing to work with it, but it's too restrictive and too strict. I don't think it's consistent with the internet revolution that's going on. I try to be respectful and one that responds a lot and I

try to be appropriate. Going back and asking, have I violated some of these, yes. I mentioned the Pivot report before it was released, and I'm very sorry and in doing that because the committee agreed not to. However, all the information that I had was also available in the open committee meetings. I question how valid some of this is. I think it curbs discussion and dissent, so I'm going to vote against it also.

Diane: I agree with several things that have been said. I hate airing dirty laundry in public and the thing I like least about social media. The whole thing has led to a real end of manners. If we could learn to be polite and have manners, social media wouldn't be the problem it is. However, I think we need to talk more not less. I wanted for 10 years what I thought the .net would be — a place to log in for members-only discussions — so that we weren't airing our dirty laundry. I don't think we can avoid talking about politics and that's what gets people really stirred, and that's what makes change happen, and that makes people see the other side sometimes. I watched this with somebody watching crew news, people will say your name is mentioned again and so I'll have to see. There's a couple of guys who I really like, neither is here tonight, but they are bashing me for some decision I made as a Board member. When Jon referred to when you speak up as a Board member you just get hammered down. So, it's not really a good discussion place because people don't have manners. I think it's important to talk politics, and it might be important to have a policy where both have the same root because we have all these things we need to talk about. I do believe in free speech and I got a little weird reading this. I thought it was like Mary Poppins' version of some club that we could only be positive in. This is so long, this is almost as long as the original Fair Guidelines. I'm not happy with the one we passed either, and I agree with Jen Lin on that one. There's too much that's too vague and we have to keep talking. We are not all on this page. If we don't communicate, we don't reach understandings.

Sue: We should all be respectful, kind, accurate and truthful in our communications. I don't think this will get us there. The scope is too vast and too vague. I cannot support this.

Indigo: A lot of people put their minds to this and its wordiness in some part comes because there are many minds. It was quite wonderful to see; we were all typing into the document at the same time. What I want you to see and what this represents is our Fair family working together to try and craft something from different places within the Fair. I, too, believe this is way too wordy. The actual policy of it is much shorter and there are suggested guidelines and best practices.

After listening to everybody and if my second will approve, I'd like to end the social media policy after the quote we're asking to be included at the end of those specific groups who post on social media. I'd like to cut out the confidentiality piece and the repercussions. This isn't a place to determine confidentiality policy. I'd like to call it social media suggestions and that's specifically not the policy, it's suggestions. I would like to edit the paragraph that says all individuals of the above-listed groups are asked to copy and paste the following statement at the end of all OCF related personal comments and statements on public forums, except if specifically directing. Basically, the groups listed will use this disclaimer. The suggested guidelines are suggested. We ask that members respect we all will be doing this.

I believe we should all be able to post what we want whether a Board or an employee. But I also think that it's important if I'm saying I believe x, y, and z that this is my

personal belief and I'm not representing the Fair as a Board member or as a vice president; I'm giving you my own personal opinion. This isn't meant to limit anything anybody says, it's just meant to clarify. Sometimes there are long discussions happen on Facebook that go on for miles and that's good stuff for those choosing to engage. As a Board member I can't always be expected to keep up with everything and on every single page where someone has posted. I try to do my best but there's a point I can't keep up with it all. So social media is great, but it isn't the best place for us to get information about what we want as an organization. The policy is saying that Board members, employees and those groups of people listed will put a disclaimer after their personal posts on any OCF related topic. It's saying, this is my own personal opinion. You can copy and paste it; it's like a signature line.

Sam: There wasn't a new motion, there's a friendly amendment and if we all accept it the discussion stays with the Board and sounds like that is the case. There is a list of more members to continue the discussion.

Jack: Social media to me is a big informative window. I'm having a very difficult time with what we're concentrating on here is the point. This last year we've been social media bombed on stuff that is intense. There is very little recourse. The issues of the story pole, you probably did not get what we got, and issues of white supremacy. I get what we are trying to do here, but strip out anything that has to do with tone and maybe we can continue to have a dinner-table type of conversation that makes sense. But we are under scrutiny. We need to somehow spread this out over a bit as to what people are trying to define us as. I think if I am getting this correctly, we are not invited to the Longhouse anymore — someone tell me, we're having meetings here and not there. There's a big window here and I think that is just a little peek of it.

Chewie: I appreciate Indigo the fact that you morphed this, but I think still needs to be worked through. I am sitting here next to you and I just heard what you said and I'm like, hmm? I'm not wrapping my head around it real well. The thing that comes to my mind, to paraphrase, is the secret to a long life is knowing when it's time to go and this might just be one to walk away from for a while. It's too much, too big right now and if you rewrite this and we send it out and come back to it in February I promise I'll read all the reiterations you put out. The part you changed, I'm still like, what? My point is I think this is a lot to take on right now.

Indigo: I will table my motion until next month and I'll print the new verbiage in the minutes for consideration.

Paxton moved and Chewie seconded to appoint Sue to Path Planning.

Jen Lin: Living with Sue, I know this is the one meeting she really likes and comes home from it really jazzed.

Paxton: Sue's been coming to meetings for a long time and was Board liaison for a while, is really involved and does a good job. We are down a couple of members so this fits perfectly.

Motion passed: 8-0-1; Sue abstained.

Jon moved and George seconded to give members and the Board the opportunity to review and comment on the IRS form 990, and Oregon form CT12 in a timely manner prior to submission and any comments can be considered in the final version's file.

Lucy: I don't understand. Elaborate what this is about please.

Jon: These are forms for nonprofits we are required to file. This year those forms were filed and as a Board member was not given the opportunity to look at those forms prior to filing. I think we should have an opportunity to look at that, but I'm not saying the Board should approve. I appreciate the work that goes into filing those forms. On the 990 form there is a space to indicate who was on the Board of Directors for the previous year and how many hours on average they contributed to the organization on a volunteer basis per week. The form that was filed indicated each of the Board members last year contributed an average of 2 hours per week. I know that is not what I contributed, and I want to make sure that when a form gets submitted it accurate as to my contribution as a volunteer. I think it's important that number be as accurate as possible. Potential donors look at the form 990 and they look at things like how active a Board do you have. We can be under-reporting by hundreds if not thousands of hours for members. I average 10-15 hour a week of Fair business and that should be reflected. I am not proposing the Board needs to approve the information, but that they should be able to look at it before and be able to comment on it.

Hilary: The IRS does recommend this as best practices, and something they ask is if the Board looks at it before it's filed. We certainly want to file an accurate 990, and many years we have written Board members and asked people to report their hours. Sometimes we haven't gotten the question out, and sometimes we don't get responses but we want to get accurate hours. The outside accountant prepares this and we'll work harder to make sure we get that information. We used your information Jon, and have filed an amendment to the 990 and anytime we have an error we can do that. It costs us some money and some time, but we can do that. It has sometimes been difficult for us to get the 990 from our accountant in a timely manner, we do our review of financial statements first and can barely remember a year when it's into November before we get it, and that's an issue. I would appreciate if this were able to be looked at by Board or staff and we can correct errors if we have to afterward or beforehand.

Bobbi Jo: My first reaction is to question whether this should be part of the policy and thought it does seem like it is sort of a fiduciary responsibility. There are issues about practicality. All the time I served on the Board I don't think I actually looked at the 990s and I should have.

Chewie: It's interesting to hear the Board has been asked. I've been on the Board for over 10 years and have never received anything asking me about my contribution. Knowing what these are, I trust they're done to the best iterations they can be done by the accountant. Hearing that we have been asked, I'm like, when?

Paxton: I am one of the few people that read 990s and I actually like to look at it. I appreciate this amendment and would appreciate the opportunity to look at it before it gets filed.

George: In response to Hilary about the best practices, I think it's in our best interest to do the best we can to follow good practices. Maybe some adjustments can be made with the people that do accounting, given that fact that you're being pressured a little bit by the Board about things we get sent out. I don't think this is an issue of credibility, just good practice for the Board and share responsibility.

Motion passed: 10-0.

Diane moved and Kenya seconded to appoint Ayisha Elliott to the Diversity Task Force.

Diane: She will add an amazing amount to that task force.

Motion passed: 10-0.

Sue moved and Paxton seconded to appoint Amy Ehn to the Craft Committee.

Sue: She rocks.

Motion passed: 10-0.

Sue moved and Jack seconded to appoint Thom Barr to the Food Committee.

Sue: Thom has been a great resource in helping us in the food committee liaise with the most awesome and wonderful recycling group.

Motion passed: 10-0.

Jon moved and Laurel seconded to scheduling the Community Center Board work session on the implications of the Pivot report for Saturday March 3 at noon.

Crystalyn: It is open to the public. We will hopefully have a location by the time the Fair Family News goes off.

Paxton: It's going to be an interesting meeting where we are going to talk about the most current Pivot report.

Jon: What this is going to cost and what we can get for our money there, this is an opportunity to get answers to those questions and what direction we will be going next with this project. I believe there will be some things on the .net site people will want to look at prior to the meeting. The Community Center committee meets next Monday. They are public meetings and anyone is welcome to attend.

Motion passed: 10-0.

Jon moved and Laurel seconded to contract with a professional to assess the fund-raising capacity of the OCF for the community center.

Heather: I think it's a fantastic idea to get an assessment of the Fair's external fund-raising capabilities.

Christine: My understanding is there are many grants available in many directions that the Fair could be eligible for and not just the community center but in certain areas that would benefit the Fair greatly. We need to be looking in this direction.

John: I am confused by the proposal. My personal take on it is that if the Fair wants to raise money there are lots of different things. I have no problem hiring a professional fund-raiser and I think you should contract them to raise funds.

Michael B.: Let's get over this community building thing and get a new quality kitchen — maybe small little kitchens throughout the Fair. We don't need no big boxes, it's Country Fair not big box fair. Put some tarps up and let's go, we can save a lot of money without losing the things that are really necessary. I don't want fund-raising for it.

Bobbi Jo: I'm wondering where the staff and treasurers and community center members are on this because those are the people who would be making use of this fundraising service and interacting with.

Crystalyn: For clarification, I believe this is for us to hire some professional to assess whether or not we could pay for a community center, not to actually help us raise the money.

Jon: This is not to raise money for the community center. This is to hire a fundraising consultant to assess our capacity to raise money — how much does a professional think we can raise, what's involved in raising that money, and what that's going to mean in terms of the Board, or staff, or members. This is a recommendation coming from the Community Center Committee and it's the other side of the question of what do we want to build, linking what's our capacity to raising money to what we want to build. We've got to come together. This is not to raise the money, but to assess our capacity.

Crystalyn: Who is actually going to hire this person? Is it the Board or Community Center Committee, Shane or me?

Jon: I would assume it would fall into the realm of you, Shane and Crystalyn — just like you execute other contracts and I think it would be prudent of you to consult with the Community Center Committee members about the process.

Dean: When the first Pivot report came out, I was thinking the next phase of this process would be to ascertain whether or not this organization could raise the amount of money that it was going to take to build a \$4 million dollar building. I think that this organization does raise money once a year, a fairly good amount of money when the organization goes to work at it. I'm thinking it won't be that big of a stretch for us to come up with the kind of money. The Fair would need to not only build the building but maintain it on an ongoing basis. The big stretch is the amount of extra work that it puts on the Board, because once you turn into an organization that starts doing fundraising outside of the event that you are doing, much of that work falls on the shoulders of the Board. That's something to consider.

Chewie: I'm thinking of this as the cart before the horse, because we probably should have the Community Center-Board workshop before we hire somebody. I bet we can probably raise all the money there is, that's not a problem. Can we raise \$10 million? I guarantee it. Can we do it in six months? I don't know. I'd like to wait until after the Board work session to do this potential fund-raising and paying someone to think about whether we might be able to raise money. I'm not going to vote for this right now. We haven't had a discussion yet about what we are building.

Paxton: I think it's really smart to do this. We have a pretty good fund-raising group, but there's a lot of professional skills related to our capacity that we just don't know and the ability to develop on our own. Yes, we can raise money but we don't know how much, and that's something we need to know sooner than later.

Indigo: We need to know what we can raise, it's tied to the information we are going to give at the March 3 meeting. It's also independent information that's going to give us an understanding of what our organization is able to raise for a project. It's valuable information in general. Thank you to the Community Center for taking this piece of the puzzle.

Jon: Though the focus is our fund-raising capacity for the Community Center, the information will be applicable beyond the Community Center project. I would expect this report to give information to the Board about what does this mean in terms of the Board's role and what the expectation would be for a successful campaign. It would put expectation on the Board it has not traditionally done.

Jack: I think I will vote for this, but keep it specific. Is there a social offset we should be thinking about? When we put our hand out, is that diminishing what we are doing? I'm not saying it's a specific problem, but should we be doing that? I'd like to think we want to have some kind of positive net into the community rather than it being reversed.

George: I agree with Jack and think we are a very resilient organization, and proven we are able to make money and making the organization profitable, and money to give to nonprofits. I think the social impact the OCF has had in the community is one of the most positive things. I wonder about all the needs out there, what it's like to put your hand out and who are we to be doing that. I think there's a lot of things in motion now and a lot of things going on, and all of them have price tags. I think this has the potential for adversion, and I want to be proud of what it is we put our hand on.

Jon: The assessment of the fund-raising capacity isn't limited to grants or asking people external to the Fair. It would also be looking at internal to the Fair, assessing from our Fair family what could be raised. You can look at the Fair family as a city or community, and say what can we raise and if we ask ourselves, what are we willing to give for this project. We can make the value judgements on whatever we want once we get the information. Let's get the information so we can make the decision.

Motion passed: 8-2; Chewie and George opposed.

Jon tabled the assistant manager job description until next month.

Jon moved and Indigo seconded to approve the administrative assistant/bookkeeping job.

Jon: My apologies for not having copies to pass out.

Lucy: I find it challenging there aren't copies for membership to read about the position that's going to be open in part to the membership.

John: I echo what Lucy said and I don't think the membership can read these things on the spot. I'd like to encourage the Board to move to a format in which it's normal to present what's going to be proposed.

Dean: I was wondering if the person putting this motion forward could highlight any changes to that position that might be important to the membership.

Jon: The administrative assistant position is adding more bookkeeping / financial management responsibilities in terms of requiring knowledge and skills of basic accounting systems. The position will no longer be salaried, but hourly because we have changed the nature of the position so that it no longer meets the criteria to be exempt from overtime. We are proposing a pay range of \$15.25 to \$21.00 per hour with overtime in excess of over 40 hours a week. Some of the duties have been moved to the assistant manager position, and there is a bigger emphasis on bookkeeping and that's the main change. (Jon listed most of the duties the administrative assistant has been doing.)

Stephanie: I appreciate the Personnel Committee working closely with staff about the position. The parts that I am going to retain add more balance. When I came on, I had no idea how norma juggled all these duties. It's looking to even out the workload with existing management and all the positions. I feel they've heard our feedback loud and clear about what's appropriate in this job and I feel confident. This is a good step.

Michael B.: It seems one job is being modified into another. What's the salary difference? The yearly? Is it thousands less or thousands more? I want to know what that position would be changed to.

Jon: It is an hourly position, not a salaried position and based on what we thought overtime hours would be. This position would be paid at an hourly rate similar to what the salaried position was before the position was revised. We are expecting at least 45 hours of overtime but we may find it to be more. I appreciate a copy would have been better to have for the membership. We were delayed by illnesses and things. If we are going to hire this person so that the person can come on board in March to gear up for the Fair itself, we've got to get it posted soon.

Michael B.: Part of the old and new business is so that people can learn about stuff. At least in theory as an organization we need to be able to do that, it's being able to communicate and share.

Jen Lin: one of the things we've been discussing in the Personnel Committee and with Shane and Crystalyln is we realize these job descriptions are somewhat fluid and that we may not get the job description accurate to what is going to be needed down a year from now. Our intention will be reviewing job descriptions on an ongoing basis and we will be right-sizing the job for what we need. For right now, this is what we see as necessary. We will be reviewing this again in a year with where this should go. This is the position that we see we need now.

Indigo: On the last page, an addendum to the job description — we can strike as of January 8, 2018, because the person is going to be hired after this date.

Jon: It's structured as an addendum so it does not require a Board vote to change. One of the things we are trying to do with all the jobs is identify for staff positions what committees and crews that person interacts with.

Chewie: This is something we need to do, we've been working on this for a while. There were not copies made due to illness. We got this tonight and have been working on it. This was simply a matter of timing and anyone who wants a copy can get one.

Sue: A huge thanks to the hard-working person.

Motion passed: 10-0.

Jon moved and Sue seconded to appoint an administrative assistant/bookkeeper hiring committee.

Jon: The individual who submitted their request to be part of the committee was Emma Raven. I'd like to move that the employee hiring committee for the new AAB position be Crystalyln, Robin, Stephanie, Hilary, Emma and two members of the Personnel Committee to be determined by the Personnel Committee.

Stephanie: Does that mean there's still room for one more member at-large, should somebody want to step up to that? No? OK, thank you.

Indigo: Our hiring committees tended to be large, and we felt we didn't want to have such a large committee for hiring this individual, so we tried to right-size the hiring committee.

Jon: Had we had two members at-large indicate they wanted to reply by the requested time, we probably could appoint both of them. Emma was the only member at-large who indicated interest in serving, so she gets to represent the entire membership.

Motion passed: 10-0.

Jon: I want to remind everyone the first meeting of the committee is tomorrow.

President's Peace

Happy New Year. The discussion about social media was pleasant. I think we are going to have to do something about it and it's a great start to the new year, in my mind. This is really good for us to get this. We want to be transparent and speak our mind. We want to strip all that stuff away so we feel comfortable about this, and I think we are the folks who can do that. I really think so.

I think we understand where we are standing and it gets a little difficult, and we put it out there. Thank you all for that, it was really pleasant for me. The days are getting longer, here comes the sun!

Below is the revised social media motion received from Indigo for consideration at the next Board meeting February 5, 2018:

I move to adopt the following:

OREGON COUNTRY FAIR SOCIAL MEDIA POLICY

Social Media Programs and Forums: In order to provide consistency and clarity of messaging, this policy is applicable to all Oregon Country Fair (OCF) related social media posts on any social media forums such as the OCF discuss list, Facebook, Instagram, Twitter, and/or any other current or future social media programs and platforms.

Posting Protocol for the Organization: The OCF paid managers, and/or designated individuals, are authorized to post official OCF information about organization's events and site in order to help disseminate information to appropriate groups using social media platforms. When issues arise on any official or unofficial social media pages or platforms that need an official statement from the organization, the General Manager or a designated individual* has authorization to respond with information to an issue. They are asked to include the following statement at the end of their post: ***"This is an official comment for the Oregon Country Fair."*** Other individuals, regardless of role, cannot post as official spokespersons of the organization. *The Operations Manager is the designated individual until the General Manager position is filled.

Posting Protocol for Personal Opinions on Fair Issues: Individuals in the following groups of responsibility can choose to add personal opinions, thoughts, and comments to forums and threads: Board of Directors (BoD), Officers, Employees, Back Up Managers (BUMs), Committee Members, and Coordinators. However, no one individual within these groups is designated to speak for the organization as a whole. Therefore, they are asked to include the following sentence with any personal post or response on social media that contain opinions and thoughts specific to OCF operations and/or policy: ***"My personal comments do not officially represent the Oregon Country Fair."***

Confidentiality: Confidential information is never to be shared on any social media programs or forums. This may include, but is not limited to:

- Personnel matters
- Legal issues

- Property acquisition
- Safety Protocol
- Grievances or disputes between members, which can be or are being addressed by existing processes, including mediated issues or details of restorative justice plans. Reporting parties will be informed that when requesting a response/resolution from the Management Team (paid managers and BUMs), the matter is confidential. All parties must agree to refrain from comment on social platforms until the process is complete.

SUPPORTING INFORMATION for the POLICY:

***Social Media Posting Best Practices:** These are suggestions, ideas, and a bit of information meant to provide a foundation to help support effective communication online.*

- Sharing your passion and enthusiasm for the organization, the event, the family, etc. are all wonderful and we acknowledge that social media can be a useful tool for this type of communication. When posting, do so thoughtfully.
- Consider if it is necessary to add to an online discussion. If yes, represent the organization's best interest when commenting and posting. Remember that you are a representative of the Oregon Country Fair.
- Refer to the yearly Guidelines for Community Agreements and our Code of Conduct.
- Be mindful, responsible, and credible when posting. Comments and posts can be permanent and visible to anyone. Be mindful, careless comments may come back to harm you, others, and/or the OCF. Be cautious about personal information, both yours and others.
- Try to add value and insight to the conversation, avoid confrontation and inflammation. Aim to correct misinformation by directing to approved and factual sources. If a discussion you are engaged in becomes potentially detrimental or harmful to others and/or the OCF, perhaps leave the conversation entirely.
- Consider reaching out to individuals for a private conversation, rather than responding in the public forum.
- Safety Protocols are never to be discussed on a public forum. If Safety Protocol concerns are raised on public forums, individuals should be directed to the Management Team via the contact information below.
- Reference resources from approved sources when posting, such as:
 - Internal Fair Information: oregoncountryfair.net
 - Board Meetings and documents
 - Organizational forms
 - Committees
 - And more...
 - Public website: oregoncountryfair.org
 - Yearly Application Information
 - Yearly Event Information
 - Channels of communication
 - OCF Employees: office@oregoncountryfair.org / (541) 343-4298
 - OCF Board: letters to the BoD: office@oregoncountryfair.org
 - OCF Management Team: bumocf@gmail.com

Draft agenda for February:

Social Media Policy (Indigo)

Assistant Manager job description (Jon)

Guideline change proposals (Indigo)