

Board of Directors' Meeting
June 4, 2018
7 pm, NW Youth Corps, Columbia Room

Board members present: Ann Bennett-Rogers, Chewie Burgess (alternate), Diane Albino, George Braddock, Jack Makarchek (president), Jon Silvermoon (alternate), Justin Honea, Kenya Luvert, Laurel Blaser, Paxton Hoag, and Sue Theolass; **Staff:** (Crystalyn, Shane, Shelly and Robin); **Officers:** (Hilary, Indigo, Kimmo); and approximately 100 members and guests.

Note, the Board of Directors meetings are recorded and live streamed. It is available to the Fair Family on the OCF YouTube channel and registration is needed to access. To get links for the live streams and all Board meetings go to the Board section [of oregoncountryfair.net](http://oregoncountryfair.net), and click on "Sign up to receive videos of monthly Board meetings."

Jack: Since we have packed house tonight, we will deal with donations, new business and old business. We will do the others if there is time.

New Business

Appoint Sierra Thompson Nordquist as co-coordinator of Commemorative Sales Crew
(Laurel)

Termination of OCF Caretaker (Justin)

Removal of the OCF Caretaker motion (Chewie)

Board donation policy (Jon)

Approval of OCF's 2018 agreement with Ritz Sauna. (Jon)

Justin moved, and Jack seconded to move the termination of OCF Caretaker from new to old business.

Chewie: I absolutely oppose it.

Motion passed: 7-3; George, Laurel and Chewie opposed.

Chewie moved, and Laurel seconded to remove the motion to remove Shelly as OCF Caretaker.

Motion failed: 3-7; Ann, Diane, Jack, Justin, Kenya, Paxton and Sue opposed.

Donations / Secretary Report

Grumpy: I thought it was in the Board rules not to have donations in June.

Jack: There are some time-sensitive issues, and it's not set in stone.

\$708 - Florence Farmers Market (Ann)

\$1,000 - El Camino del Rio Elementary (Diane)

\$1,000 - Lebanon-Sweet Home Farmers Market (Jack)

\$2,000 - Trauma Healing Project (Kenya)

\$1,000 - Yujin Gakuen PTO / Japanese Immersion School (Justin)

Mary from Florence Farmers Market: Florence is one of the only communities on the Oregon Coast that has not had a farmer's market. This year we created a market and have already had three successful events. We cut a deal with the city of Florence to help us buy a port-a-potty, which is what we originally requested a donation for. Because of the timing we had to make that happen using money that was for our kid's activity booth. We are now asking for \$708 to buy a canopy, two folding tables, four chairs and a sandwich board. Our activities are coming from Siuslaw Water Shed, a Waldorf teacher, and the Siuslaw School District. Thank you, Ann, for sponsoring.

Joel from El Camino del Rio Elementary: We are seeking funds for an after-school program called BEST, a string program where fourth- and fifth-graders learn violin, cello and viola. This year the district cut the funds, which cost \$5,000 to pay an instructor. We help children who wouldn't get the opportunity to learn an instrument. We are seeking \$1,000 from OCF to help with this next school year. The kids are part of the Eugene-Springfield Youth Orchestra, and can continue it into middle and high school. We want our bilingual and bi-literate students to be creative and musical.

Jack spoke on behalf of the Lebanon / Sweet Home Farmers Market: It's local food production and with the CHIP program. It helps a lot of people and we have been funding it the past three or four years. Home-grown food and home-grown people. Thank you, Florence, for starting a market.

Elaine from Trauma Healing Project: We provide healing arts services such as massage, reiki, acupuncture, yoga and mindfulness classes to folks in our community who can't go to other places because of the cost and those who have not tried these services before. Most of these people have significant trauma issues in their background. We've been asked to move from the building we had been subsidized to be in, and will be moving to the former Poole Larson Funeral Home, which is an incredible building. There is a lot of work to do to make it feel safe, warm, welcoming and wheelchair accessible. The cost of this move is about \$25,000 and we have been blessed with about \$18,000 through private donations. Your help will allow us to get the wheelchair ramp constructed. It's a center for anyone who needs support, and we help caregivers as well as survivors. We expect to be more visible, accessible and growing. Kenya, thank you for sponsoring us. It will make a big difference to the whole community.

Karen and Carissa from Yujin Gakuen PTO: We are about ready to celebrate our 30th anniversary of the first Japanese Immersion School in the United States. We are lucky to have students who are now in their fifth-grade year that have been practicing Japanese since kindergarten and a capstone to their experience is a trip to Japan. We are departing at the end of June for two weeks. The students have been fund-raising and with their parents supporting them. Thank you, Justin, for supporting us. Most of their time will be in rural areas, and they spend four days in Eugene's sister-city. A lot of it is home-stay and much of the funds are spent visiting historical sites. This is great for the kids to experience the land and culture they have been learning about, use their language skills, and make them more aware as global citizens.

Jon: I either want to remove all of them, or have an opportunity to say something about our donation process and these donations collectively. The consent calendar means I can't say anything. If we accept these, we will have gone through about eighty percent of our donation budget. This is June and we are half way through the year. Somehow, we are getting to the norm where they are all \$1,000 except for the \$2,000 request. I remember a time when the norm was \$500 to \$1,000. I'm not opposed to giving the money, but we are giving most of our money before we know how well the Fair does this year. Whether or not we can add money to this line item is going to be determined by where the Fair is. I'd like to add to new business a board donation policy.

Chewie: Is the Japanese Immersion School a 501(c)3?

Carissa: Yes, the PTO is.

The Board voted to approve the donation requests: 10-0.

Old Business

Sue moved, and Ann seconded to approve the May 2018 Board meeting minutes.

Motion passed: 10-0.

Justin moved, and Chewie seconded to appoint Ella Newall as coordinator to Traffic Crew.

Codi: We would love for you to approve this. We've been getting a lot of support from Ella. She's been incredible new blood for us since we have a terminally ill coordinator and another coordinator resign.

Motion passed: 10-0.

Diane moved, and Jack seconded to appoint Paxton as co-coordinator to Video Crew.

Dean: I think it would be wonderful to have Paxton on as a co-coordinator. He has been a loyal contributor to video and he has tons of Fair video on his YouTube site. I think this is very appropriate.

Motion passed: 10-0; Paxton abstained.

Laurel moved, and Chewie seconded to appoint Josh Padron as co-coordinator on Site crew.

ManPuppet: As a member of Site Crew, having BJ as our co-coordinator would benefit Site Crew and Fair very much.

Codi: As a Traffic coordinator, we are really enjoying the help we get from Site Crew with his help. He is timely and impressive.

Motion passed: 10-0.

Jon moved, and Kenya seconded to appoint John "Chewie" Burgess to the vacant voting Board position.

Motion passed: 10-0; Chewie abstained.

Jon moved, and Sue seconded that provision of services during non-public hours be to the same standards as required by the ADA (American Disabilities Act) for public hours.

Dean: Sometimes with ADA standards there can be a healthy price tag with upgrading facilities. I'm curious if there has been a study to determine how much money it will cost the Fair.

Crystalyn: Although I do think we should definitely work toward this, I would ask the Board to change the motion. I'm thinking of things like our gator trains and how this motion would make it go away. Operationally, we have been taking steps to improve this. To say it has to be this way would be a hefty price tag. We have not looked into what it would actually cost.

Hilary: I think it would be great to do a study and specifically state which standards we will try for. I think of the signers on stages, and does this mean at our after-hours show we are obligated to have signers? It's questions like that where I think it would be great to get a sense of what exact services we are talking about.

Codi: Is anyone here to represent 4A, and are they aware of what this will do to their crew, budget, timing, staff, volunteers? What you are asking has a lot of questions before you actually make this happen.

Judy: As a person who needs to use the handicapped toilet and on a crew, last year there were zero handicapped toilets when I went out on Tuesday. We also have a young man with no legs who comes to our camp. The handicapped toilets are almost impossible to find, and a lot of people with

a disability cannot walk. We are really deficient in our standards. There were stations with absolutely no water, soap or toilet paper. It's a big deficit, we need to pick it up, it's 2018 and we are way behind.

Jon P.: Obviously it will take an investment to meet this goal and what was expressed in the motion, but this is an important thing for the Fair to do. We might not be able to do it all at once, but we should make every effort to get there as quickly as possible.

Indigo: I would like to see that this motion has a timeframe, such as 2020.

Peggy D.: If there is a committee to study this I would like to be on it.

Jon: I see the policy as being aspirational, that is the goal. I will not change the motion to say that we will work toward it, because we work toward everything that's in our policies. I don't think this is 4A's job to do. I think it's each and every crew's job to do. Each and every crew during non-public hours needs to look at how they are providing services and whether they are accessible or not. I have heard in the past, as a Board member, from past management that since it's non-public we don't have to pay attention to it. I want to get this policy as direction to all the crews. Operationally, I don't see it happening this year, but I would expect as crews look at their budgets and coordinators have their meetings and discuss, we would look at how to make it happen. I realize this is not going to happen in 2018 and probably not going to fully happen in 2019 because it is an investment. It's an investment in our family and inclusiveness. It's the right thing to do.

Ann: Most of us in here have no disabilities, at the moment. Whether it is a short time, or long time, many people do have some disability. It's not going to happen overnight and even though there's no timeframe in the motion I think we should move forward. It would be a benefit to us all.

George: ADA is a public accommodation law and I don't know we have much leeway on its interpretation. I think the intention is to make reasonable accommodations as possible and I think the Fair has been doing that. I support the idea. I don't understand the nuance between public and non-public. The idea of creating a priority list of what are the most important things to do and go after those first, and putting together folks to look at and develop that priority list makes sense to me. I think we need to be careful as so often ADA is enforced by complaint. This motion helps that conversation and I would be interested in participating.

Motion passed: 10-0.

Jon moved, and Paxton seconded to move from new to old business the approval of OCF's 2018 agreement with Ritz Sauna.

Motion passed: 10-0.

Jack moved, and Paxton seconded to approve OCF's 2018 agreement with Ritz Sauna.

Jack: To provide some history, specifically our bylaws Article X subsection B, if someone on the Board has an interest, it needs to be considered. The Board has reviewed the agreement, which is made by Operations. Since George is now a Board member, this is what we have to do.

Dean: As a member of Path Planning, the current agreement between the sauna and the Fair has come up as a point of conversation quite a few times. If you have copies of the agreement for review it would be helpful as there are questions.

Jack: You can talk to Crystalyn to get the information. Historically, this is an operational contract.

Heather: Once again, this subject comes up. Once again, it's being danced around and is a secret. Now it's brought up in a public meeting and someone says to ask Crystalyn. People have been asking for years to hear this.

Jack: We've got it here if you want to hear it.

Crystalyn: It is three pages and I can submit it in the minutes. It is different than previous years and basically an exchange of wristbands for sauna tokens, so we can provide tokens to Recycling and Sanitation as well as the Ritz being open for pre- and post-Fair. There are no big projects this year. Smaller projects will be replacing dry rot and basic maintenance. It also includes a schedule of hours for the sauna and showers and how we communicate.

2018 Sauna Annual Use Agreement between the Oregon Country Fair and The Ritz Sauna, LLC and George Braddock, Booth Rep and Owner June 1, 2018

1.0 The Sauna shall:

1.1 Provide the Fair with insurance certificate in the amounts required

1.2 Provide Fair management with a list of projects to be undertaken in 2018. (See Exhibit B)

1.2.1 The Sauna shall be responsible for obtaining any legally required building permits or approvals for any work performed at the Sauna, provided however, that the Sauna shall not apply for any land-use approvals or building permits without the prior written consent from OCF Management.

1.3 In exchange for 115 additional camping passes (valued at \$80 each) and 60-day VIP passes (valued at \$20 each) the Sauna will provide the Fair the following:

1.3.1 Pre- and post-Fair use of the facility per the 2018 schedule (see attached calendar)

1.3.2 825 Sauna coins (face value \$9)

1.3.3 Fair crews and management may purchase discounted additional Sauna tokens for \$7 each in quantities of 20 or more

1.3.4 Schedule for use of the Ritz pre-Fair:

1.3.4.1 See attached calendar (see Exhibit A) for Pre and Post Fair dates

1.3.4.2 Wednesday July 11 Semi-private showers open free to banded staff only from 7 am until 11 am and again from 6 pm until 2 am (Thursday July 12)

1.3.4.3 Saunas and deck showers open from 6 pm Wednesday until 2 am (Thursday July 12) with entry fee \$5

1.3.5 Post Fair: Monday July 16, 2018

1.3.5.1 Sauna and showers closed at 3 pm

1.3.5.2 6 pm – 12 am – Main deck showers open free to Recycling Crew, DeCon Crew, Kitchen Crew and Site Managers

1.3.5.3 Saunas, private showers and tubs closed

1.3.6 Post Fair: July 17 through July 20, 2018 see attached Calendar

2.0 The OCF shall:

2.1 Pay for and service toilets as required for sanitary operation of sauna and sauna camp beginning in May of 2018 and running through August. Agreement includes service of the handicapped unit permanently installed on the Sauna deck beginning April 1. Provide needed units on deck adequate to serve the pre-Fair needs of Fair crews. All units serviced as needed. Beginning on or before July 4 all remaining toilets totaling 12 will be delivered and serviced per standard schedule or as requested. Requests for toilets and service will be made through OCF management.

2.1.1 Toilet Placement and Service include: three at Reservoir, two plus existing handicapped unit in back camp, six on Sauna and Shower deck, one service of existing handicapped unit on Semi Private Shower deck

2.2 Provide the Sauna with one Emergency vehicle sticker and two Service vehicle stickers

2.3 Band a maximum of four water truck drivers. The Sauna will provide the necessary info, names, etc.

2.3.1 This is in addition to the 115 camping passes listed above (see section 1.1)

2.4 Provide a total of five camping passes to the Ritz for Emery Blackwell for his personal aides, bike mechanics, maintenance crew, Limo concessions and logistical support staff. (A list will be provided by June 1). This is in addition to the 10 adult passes provided by OCF. OCF also agrees to provide five Far Side parking passes and spaces for his crew.

2.5 Limit use of the sauna and showers after Monday night post-Fair to the Recycling Crew, De-Con Crew, Kitchen Crew and Site Managers. Additional use by other crews is negotiable.

2.6 Band the Ritz Sauna crew at the Ritz booth on Tuesday, July 10, 2018.

3.0 Joe's Field and Gate

3.1 The Ritz shall continue to use and access to Joe's field for camping, parking, water delivery and other operational needs. Use of this neighboring property is in a contract between the Ritz and Joe Haber, Quiet Camp. OCF is not party to this contract.

3.2 OCF shall assign Security Crew staff who will work this gate during negotiated hours.

3.2.1 One person will be assigned by OCF to this gate at a time

3.2.2 OCF Security Crew will not smoke, drink alcohol, or have guests while on duty

3.2.3 Ritz Sauna will give Security Crew staff back area laminates for identification at the time of assignment, which will be returned at the end of each shift

3.2.4 Joe's Gate is in the middle of the Ritz Family camp. People are always sleeping given the 24-hour nature of the Ritz booth, Fair personnel will be respectful of this situation and act accordingly.

3.2.5 OCF Security Crew will be provided a radio by OCF that will then be given to Ritz Security Crew stationed at Joe's Gate

3.2.5.1 OCF will provide Ritz with times and dates of Security Crew trainings as well as a document with OCF radio protocols

3.2.6 The Ritz Security Crew and OCF Security may provide backup when requested

4.0 Security

4.1 OCF Security Crew, OCF Fish Ladder Team and Ritz Sauna Staff shall jointly conduct all sweeps of the showers and sauna booth and camp. Sweeps will be conducted in a manner that is respectful of the atmosphere in the area while still ensuring that only credentialed people are allowed to remain on site after the Fair closes to the public.

4.1.1 Because 2018 is the first year that OCF Fish Ladder Team will sweep the Ritz, member(s) of Fish Ladder Team will meet with Ritz staff during Pre-Fair. Both George Braddock and OCF Management will pre-approve the OCF volunteers that sweep the Ritz showers and sauna

4.2 Sweeps shall be conducted no more than once a day. Any additional sweeps to be conducted with prior notice and requested by OCF paid Management

4.3 In addition to radio provided to people working Joe's Gate, OCF will provide one additional radio so that Ritz can quickly communicate with OCF

4.4 The Ritz shall provide security along Joe's Field from Reefer Camp through the Frain Field including:

4.4.1 Motion sensor lights directed toward neighbor's property

4.4.2 Additional fencing to increase height no less than 6 feet

4.4.3 Provide Ritz Staff at night along fence line

5.0 Other

5.1 Inspections: OCF shall have the right to inspect the premises of the Ritz at any time for purposes determining the Ritz Sauna's compliance with the terms of this agreement.

5.2 Sauna shall immediately report to the OCF Management and/or BUMs any injuries, fires, crimes of violence, sex crimes, issues of contamination or other similar threats to the health of users

of the Sauna facilities, and any warnings, citations or other directives from any governmental authorities pertaining to the Sauna facilities or operations.

5.3 The Sauna shall defend, indemnify, and hold the OCF harmless from any and all claims, lawsuits, governmental enforcement actions, fines, and damages pertaining to or related to the operation of the Sauna facilities.

Tom B.: I would like it recorded in the minutes, and if there is going to be an agreement I would like to make sure the sauna is open post-Fair when Recycling Crew needs them most. The past couple of years, there has been a loss of morale when it turns out they are not open when they are supposed to be open.

Crystalyn: This agreement is a good deal for the Fair. What the Ritz provides for pre and post Fair is incredible. We could rent showers from Honey Bucket, but what the Ritz does — that experience is awesome.

Jon: I would suggest to Path Planning or any crew if you review the agreement after we adopt it and have issues or concerns, bring those to Operations so that it can be included in next year's negotiation agreement. I think it's appropriate for the crews who are supposed to get the services that they get what they need.

Motion passed: 10-0.

Justin: Before I state the next motion, I'd like to read something. One of the items on the agenda to vote on is the termination of Shelly Devine. The Board wants to assure you we have taken this matter very seriously, as we do all personnel decisions. We have thoroughly reviewed the situation and feel strongly the vote tonight is necessary. We recognize many of you here tonight are in support of Shelly and anxious to speak on her behalf. You are welcome to do so. Out of respect for Shelly's privacy, we are not at liberty to respond to specific questions about it or conduct public deliberations.

These things can get awkward because the Board has information relevant to Shelly's employment that we are not able to share with you. Please do not take our lack of response as anything other than honoring the position we are in because of our obligation to respect Shelly's privacy. I will only emphasize this vote is not taken lightly. However, as a Board, we have an obligation to the OCF community as a whole, and sometimes tough decisions need to be made to ensure the overall health and well-being of the organization. This process is very unique for our organization and typically worked out through other negotiated arrangements. It is the goal of the Personnel Committee and the Board to work through a process of constructive feedback to clarify and align with the expectations of the Caretaker position.

The process of evaluating and giving feedback for ongoing performance issues was attempted through meetings and performance improvement plans. It became apparent to the PC and the Board these attempts to align with the team and the goals of the organization and the job description of the Caretaker were not moving forward. The PC Committee unanimously recommended to the Board that a negotiated settlement be offered. Furthermore, if a negotiated settlement cannot be reached the PC recommended the Board move to terminate.

Justin moved, and Sue seconded to approve the recommendation of the Personnel Committee to terminate Shelly Devine as Caretaker. In addition to the motion, negotiate with timeline for vacation of the yurt with management and increase two weeks severance, as discussed in the Personnel Policy and Procedures Manual, to six weeks.

Member: If Shelly is here and wants to waive that right to privacy, is that not her prerogative?

Sam: It's a fair question to ask but not really a point of order. The Board can address that when it comes back to Board discussion. I'm going to suggest we limit comments to one minute.

Somerfield: I'm going to suggest in the interest of this maintaining peaceful order that you do not limit to one minute. There are a lot of people here who want to speak, and I don't think limiting it to one minute is fair to this body. I don't think it's fair to this organization.

Sam: Respectfully, I ask folks to be brief due to the amount of people who want to speak, and we have a limited amount of time.

Somerfield: I didn't speak up last month when Indigo gave her parting speech requiring us to focus on love and find love. I did not speak up because of course that is what we need, how we should treat one another, and to me that's who I believe we are. It's who we have always been. I didn't speak up because I didn't want the Board to say that it is not enough. But there are people around us hiding behind love and using that as a code word for unity but mostly for obedience. I didn't speak up because of how much love she has given, the amount of love that we have to give, and my heart rests on those grounds in a few people.

What I want to say to her is if you call for love, then I call for respect. There is no foundation for love without respect. No one can be respectful without love. I don't need my boss to love me, but I do demand, and the law requires, that they treat me with respect. I haven't found myself looking around here trying to find love. I have found myself wondering where in our world respect has gone. We, here in this room, are the fortunate ones. Look around you and see where you stand. We are able to devote love and light to this beautiful yet broken organization. Her family, is that what we are going to call it? I'm not sure that describes us right now. Family by definition are people who share blood and we have chosen to make an exception to that definition to the people surrounding you right now. I always thought that exception was made because what we share may not be thicker than blood, but it is certainly harder to wash out of my jeans.

We are here and have chosen this family because we wanted to create a space where we could not make the same mistakes and be bound to the same rules in an unfair world. This is where we can demand fairness, compassion and justice. This is where we can say no one will be mistreated, disrespected or discriminated against and hold people accountable for their actions and help them find a better path. I will no longer not speak up. The people struggling to find how respect fits in with this family will find themselves on the receiving end of a great big hug from me. I will not go away. I will not allow injustice in our home. I don't want anyone in this game to lose, and I don't believe anyone in this game can win unless we all do. It's not too late. Thank you for your time.

Jeff: I am the Groundskeeper for the OCF. I've been there the past 18 years, some official some not official. What we have going on here is a problem and we need to address it. I've been neutral all this time, and I have now come to speak. This is a serious thing we have in front of us. This is not a popularity contest. This is not about propaganda. This is about having a job in front of you, the skills to do it, and the willingness to learn. If you do not make the right decision, it will make our work environment on site very difficult if not impossible. This last year Shane has done much to make this thing work. We have wider roads, we have new property, we have lower reefers, we have a new tractor and we have grass on 13th. These are great things that he has done. I'd like to see this motion move forward. This is a very difficult thing for me to be here and say this: I need somebody I can work with. Unfortunately, at this time, I need someone I can teach and learn with. Thank you for your time.

JenLin: I appreciate everyone is here with a lot of passion. In the interest of time if you could not clap after every statement we will move forward faster. You can do jazz hands.

Somerfield: We will celebrate as we choose.

Amanda: I have something I'd like to read and share. This is a concept called Group Think. I want you all to consider what I'm about to read. Group Think is a psychological phenomenon that occurs within a group of people in which the desire for harmony or conformity in the group results in an irrational or dysfunctional decision-making outcome. Group members try to minimize conflict and reach a consensus decision without critical evaluation of alternative viewpoints by actively suppressing dissenting viewpoints and by isolating themselves from outside influences. Group Think requires individuals to avoid raising controversial issues or alternative solutions. There is loss of individual creativity, uniqueness and independent thinking. The dysfunctional dynamics of the "in" group produces an illusion of invulnerability. Thus the "in" group significantly overrates its own abilities in decision-making and significantly underrates the abilities of its opponents, the "out" group. Furthermore, Group Think can produce dehumanizing actions against the "out" group.

Frank S.: I'd like to address most of this to the Board of Directors, the Officers, and staff — paid and volunteers. I've been around for a lot of really ugly shit since I've started. I've been on both sides of it. I've been the "out" and the "in," but you guys have had one hell of a year so far. I think you have to agree. I just want to ask one question: What in the hell are you people doing?

Michelle S.: I've been coming to the Fair since 1983 and I love this organization a lot. I think the Board is making a big mistake and the reason is I know somebody who works her ass off at the Fair, like we all do. I will not see a harder worker woman than her. Personalities put aside, there is a lot of people who cry at the Fair and there's a lot of people that don't get along. We've got people in charge saying we got more this, got more that, got more property; what are we, Trump? Come on people. We are an organization of people and if you have people in charge who don't have any people skills then you have a problem. You need to be able to deal with people and see what's in people's hearts, not we got more grass, we got more money, and more land. I love that woman and she has done a hell of a job.

Wren: I find myself scared to speak tonight and I think it's messed up. I am scared to speak in front of the leadership of the OCF that I have been a part of for over 30 years. I'm afraid if I speak my truth it will come back against me or come back against my crew down the road. It's a sad statement we've come to here. I am going to say, this isn't because I love Shelly, although I do, and I love people on both sides of this issue a lot. That's how it is at the Fair sometimes because we are so intimate with each other. I think what is going on here is wrong and that's why I'm taking this stand.

This is about a woman who does a really good job at her job who complained to personnel, the HR of our organization, about being mistreated and harassed. Instead of feeling something sort of unique, like believing her and supporting her and helping her to make her way through this, what happened instead was suddenly her job became more under microscope and a lot more difficult. When she rose to the occasion and refused to knuckle under to that now she is being forced out. That feels a whole lot like the world I come to the Fair to get away from and that is really heartbreaking. For the first time, in a long time, I'm ashamed to be part of the OCF.

Robin: I am the inventory coordinator for the Fair and a HR professional. I deal with employment issues, harassment and mistreatment claims every day and am extremely concerned with the facts in this case. I believe the facts support a case of harassment and retaliation. The EEOC — which is the governing body in charge of deciding what that means — defines harassment as unwelcome conduct that is based on race, color, religion, sex, gender, national origin, age, disability or genetic information. Harassment becomes unlawful where 1) enduring the offensive conduct becomes a condition of continued employment, or 2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. Anti-discrimination laws also prohibit harassment against individuals in retaliation for

filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or lawsuit under these laws; or opposing employment practices that they reasonably believe discriminate against individuals, in violation of these laws which we are all doing today.

I want to make very clear that I expect myself and anyone else who has spoken up to be protected from retaliation. Based on this I am asking you to think about all the information that has been presented. If you feel like you need more information to make an informed decision that will accurately represent the OCF acting as Shelly's employer, then I am asking you to conduct a good faith and complete investigation as required by law. The Fair's lawyer was in such a rush to unsubstantiate Shelly's claim and did so with very few facts. Based on this, and other information that I know has been presented to you today, I'm asking you to engage with Shelly to address her concerns. Put a plan in action to ensure volunteers and staff resolve issues that keep with our code of conduct and our Fair values and to ensure longevity and consistence of the Fair as a protector of human rights.

Reese: This feels like de-ja-vu all over again and I wasn't even here at that meeting.

Andy S.: There is no pleasure in my coming here tonight, under these circumstances but my unique perspective has compelled me to be here. As I see it, there has been a continuation of my own experience as Caretaker to the current situation Shelly finds herself. I've been friends with Shelly for a number of years and while mentoring her, I've seen many parallels to my own time living on site. I served as Caretaker for 18 years. It's not a stretch to say that I've spent more time on site than anyone else in recent history. I spent many stretches of time being the only human in nature caring for and working to heal the land, most of the time with little or no supervision. I rapidly became to feel that I existed at the very heart of the Fair, keeping the metaphorical light on for other participants who arrive at first individually and then in mass.

I always considered myself as representing the Fair in a positive way, and I always tried to be welcoming to all that step foot there. It was a meditation, an education and experience that brought my living situation, critical work, community and free time all into one bundle. This eventually became an unhealthy recipe due to the lack of separation between various aspects of life. Rather than a place of nourishment, the Fair slowly enveloped me in a pattern of disempowerment and abuse for reasons that I could never truly understand. The feeling of acceptance and accomplishment I felt at the beginning morphed into one of disillusionment toward the end. While I must look within to explain parts of the perception, certainly the dysfunctionality and chaos that prevails, there is a factor of love. It's frustrating to work under such highly stressful working conditions and an unsympathetic management. Humanly, the harder ones tries the more entangled one becomes.

Shelly works under a very similar set of circumstances with the added burden of being a single mother. Two years ago, she was still getting moved in as the Fair was beginning, and before it was over I could see she was already feeling the strain of being unsupported while attempting to accomplish unrealistic expectations. Treating employees and volunteers as disposable is in great contrast to the ideals the Fair proports to uphold. It is ultimately the Board's responsibility to continue to build a culture that embodies our core values. Releasing Shelly does not address the issues at hand. I support Shelly as the Caretaker.

Casey: I am speaking to the Board. We are an organization that prides itself on its crisis intervention humanistic work. This and situations that have happened in the past for us, and it feels like a bunch in a row right now, feel our failure to employ the tools that we pride ourselves on so greatly. This call represents a failure to listen and enforce mediation. I was thinking if there is a team of people that can just make a decision of when they see fit to implement mediation between groups they can do that. That is the Board, that is you all. I implore the Board to be thoughtful.

You've obviously talked about this a lot amongst yourselves. I appreciate everybody including Jeff who came tonight to speak on such a tough issue. There's a bunch of people who have said this is a family, and we all have love on both sides. This is a tough issue to be gung-ho one way or the other. What we have is two groups of people who give their lives to this organization and we can't find a place to have them see it from each other's perspective.

BobbiJo: It breaks my heart to ever see an issue, a termination of any kind reach this body. It means that something in our communications, something in our ways of working together is fractured. That being said, I know that you have entrusted people with responsibility for a reason. With your Personnel Committee and Managers, you give them an incredibly hard job to do. I know not a one of them has a heart that would push somebody away if there was any choice in the matter. That they have reached a recommendation, I understand, it is because it is absolutely necessary for them to be able to function and make this Fair operate. You have to support them and let this go.

Spirit: The communication breakdown is that we didn't follow our own policy. There were three that dealt with Shelly. Our Personnel Committee did not follow our own policy and I can read it to you from Article IX, subsection A. "Any claims against OCF arising from these policies or connected herewith shall first go through OCF grievance procedure, except for harassment complaints, and shall then be submitted by the parties to a mutually agreeable party to be arbitrated under mutually agreeable arbitration rules. If the parties are unable to agree, the arbitration shall be conducted under ORS 36.300-36.365. This policy shall not require that harassment complaints go through OCF Grievance Procedure, but they are subject to mandatory arbitration." Where did that happen? With the Personnel Committee? That's what I have to ask the Board. You all are supposed to be our checks and balances. You are not just there to write checks to this management team. I don't know if you understand because that is not what is happening. I'm sorry I'm elevated but I am tired of seeing bullying in our workplace.

I've got a bunch of literature that I can submit to go into the Fair Family News, so we can all see the effects of mental health harm. Debilitating anxiety, panic attacks, clinical depression, PTSD, shame, the desired result of humiliating tactics by the bully, sense of deserving a bad fate, guilt for having allowed the bully to control you, and overwhelming sense of injustice. You all can read this at www.workplacebullying.org/individuals/impact/mental-health-harm. We need to be adopting anti-bullying policy in our workplace, environment, home and community. That's what we are supposed to be. We are not a corporate entity.

I'm scared of retribution and feel like I have to kiss ass just to get a fire show. I'm tired of feeling scared of this workplace. This is my home. I'm estranged from my family and you all are it. I'm not letting you go that easy and I am going to speak up. I'd like the Board to be a sponsor for this Senate bill, the Healthy Workplace Campaign. Bullying isn't just what happens in school, it happens to adults, too. We may be able to handle it better, but we internalize it. This whole winter I've watched Shelly be isolated. The Personnel Committee has stood back and not done anything; no advocate for her whatsoever. No one stepped up to be with her. The Board was probably embarrassed so they didn't. Justin, I am guessing you are someone on the PC to put this in action, you made this a motion, and you are also going to vote on it. That is not best practices here in our organization. It may not be illegal, but its not best practices. This is a conflict of interest.

We all have our hands a little dirty in this, but we are not the unfair world. We are who we are. We come here together because we want to love one another. How we are being treated is not OK. Just because you may not identify as legal harassment doesn't mean that we should rise above the law. We should be better than that. We should be putting anti-harassment and anti-bullying in the workplace effective immediately in our organization. Appearances are everything. If you vote

her out, do you know what is going to happen? Even if you are not doing it in a retaliatory nature, which I believe you are, regardless of your best intentions I guarantee it's going to the front pages of the Register-Guard. Five weeks before our event and is that the priority? Is she actually a detriment to our organization or is your choice going to be the detriment? How is that going to look, and the protests, the #MeToo out front. The side of the line I'm going on is #MeToo.

Tulsi: I wanted to give a perspective of someone who has witnessed this up close. I was very close to Andy for five years. When I walked into his life at the end of the tailspin that was the dysfunctional management structure of OCF and the entrenched behaviors that I saw, I got the good fortune to have known Shelly in the last two. Both lighthearted, bright, beaming people who work very, very hard.

I also come from the business world and I direct this to the Board. I work with the Chamber of Commerce, work at the Development Center at Lane Community College, I've been teaching business for the last eight years. This organization is so far behind in terms of leadership and understanding how to create an egalitarian workplace. I had talked to Charlie when he was still at the head and we had talked about what were some of the solutions. Some of the solutions were that there needed to be some leadership training, some acculturation towards a healthy workplace.

What I see are a lot of people who don't actually have the tools so the decisions that are being made tonight are coming from that systemic lack of structure, systemic lack of understanding and a scapegoating that I saw happen to Andy, I'm seeing it happen again to Shelly. It is such an opportunity. Right now, is an opportunity for healing, to make a different choice, think about what the steps are that need to take place so these kinds of behaviors we are saying that we don't want. We don't want this, it is not good. Get all the places in order so that healing can take place, new training can take place, and that higher evolution can take place. I know that is what everybody really wants.

DJ: I'm seeing a lot of team me here tonight, and I'm not seeing a lot of team Fair. We've got a project, we've got to put it on, and there's a lot of jobs that haven't been done around Fair because we don't have support between the staff. I'm not sure the staff entirely cares to have people that don't want to work on Fair. I think we need a new Caretaker.

Peaches: I'm trying to fathom what the Board's position would be in this situation. I've been close to Shelly through a lot of this, and I'm guessing the narrative that's been created to justify this is that they were backed into a corner because Shelly made some demands and gave some ultimatums, and nobody pushes around the Fair, we are going to protect the Fair and nobody does that to us. Well, yes, she did and that was after she was retaliated against and never supported in her initial claims. All it would have taken is an apology and a little mediation. There were many opportunities to stop this before it came to that. She didn't hire a lawyer first, you did. The lawyer came knocking on her door to do an investigation. Of course, she had to get one too because what is she going to do, not be represented?

She made some legitimate complaints. The six-page letter that you all got with documentation backing it up, the witnesses that she asked your investigator to go talk to, who never ever got talked to, this is all backed up when she went to the PC in the first place. It is legitimate and backed up, and it got ignored. Nothing, no support, no investigation, no apology, no offer of mediation. What happened next, she's on probation. For what, what's in the PIP? She collected some bottles and cans; nobody ever told her that wasn't what she was supposed to do. There's no employee personnel file, there's nothing leading up to the PIP that is a verbal or written warning that is recorded that she ignored or didn't do things that she was supposed to. It's all petty stuff and it was blatant retaliation. So, she is starting to look at what are my rights, then there is a lawyer on her doorstep. What is she supposed to do? Yes, she made some demands because some employment

laws, it seems, were getting broken. This is not right. She stood up for herself. She wasn't going to let this happen. It was so unfair. So now, uh oh, Shelly made some demands and ultimatums against the Fair and now that's the cornerstone of what the Board is basing all of this on — we got served an ultimatum and we don't do that; we don't buckle to ultimatums.

It didn't need to come to that. She was forced into a corner. She was forced into doing all that stuff. If this had been handled in a professional way, in a legal way, in loving way, in an honest way and supported her in the working environment in the first place we would not be having this meeting. Whatever your narrative is, whatever you have convinced yourself of, however you are justifying this, really take a look at the sequence of events. All she did was voice some concerns about her work environment. Today is today, and that kind of tactic may have worked in the past, but I don't think it's working for you this time.

Timothy: I am a co-coordinator for Security and this is very difficult for me. For one, it's very emotional and I have people I love very, very much on both sides. There are not just two sides, there are many sides to this conversation. This place is my refuge and has been my entire adult life. I turned 18 in 1987 and that's when I found OCF. I was on my way to prison and this place saved my life. I discovered this was a place where people loved you and they didn't ask you who your dad was, or who your brother was, and they didn't look at you and say you don't have the right hair or whatever else. I discovered a place of love, contrary to everything I was raised in and a very chaotic environment. I've been here every single day of the Fair since for about 31 years and been in leadership the past 22 years. I worked my way up through different things to a point where I am now a coordinator. I've raised my girls here because this is a safe place for them and now raising grandkids here. There are a lot who have that exact same experience going on.

For the first time in my life, I am wondering if I did the right thing. I don't like feeling this way and it is very strange to me. There's been a few people here who have commented they are afraid to be talking right now. I don't know if it is necessarily the fear, but I don't want to be retaliated against. I don't want to be a place raising my family where if they don't feel justice is happening that they can't speak up and say something. So, I feel that I need to say something. I am really seeing some mirrors of society at large going on at Fair right now and that is something I didn't expect to ever see. I let my kids play, I felt safe, I felt like I could be around people and let myself open up my heart and my mind and not keep these closed because there was no fear of retaliation and no fear of judgment. I raised my babies here to do the same things and they are wonderful human beings because of you people and what they were raised around. My grandkids are little, and do I want them here? I hope I do. I want them here because I want them to be in a place where people can feel safe. If there is some kind of injustice in their mind it doesn't matter at all at this point about whether it is happening or not. It never got to the point of arbitration and mediation where people actually discuss person to person with mutually chosen help.

I hope the Board steps out of this Group Think mode. I love you and I've known most of you pretty well for years now. I really feel like we've got some of that going on with this group. I really feel like we are watching this weird mirror image of our executive and legislative branch of the United States, and I watched it going on and it was very similar to the last GM we had, who I feel got pushed out by being micro-managed. Now I feel like it's going the opposite direction and you're afraid to actually step up and take control of the reins of our organization. Please do the right thing and at least bring it back a step. Bring it back to the whole concept of some arbitration, some mediation with people talking and involved in this where people can love and not be upset.

Bryon: I'm wondering who all on the PC was involved in the first hiring GM that we let go? How about the next one, who was involved in that? I think taking your recommendation on this is a joke.

Brad: Obviously I can't say a lot because I am involved in it as a member of the PC. You all are welcome to stone me after the meeting. Speaking of feeling fear about speaking up to my own family, I am feeling it big time right now and I don't get afraid in Fair situations very often. I am afraid to address this group.

Somerfield: Afraid of what's happened, or what is going to happen? We want to hear you, we are listening, we love you. We want to understand, that is why we are here.

Brad: At this point I can't speak because I am afraid of litigation and repercussion. That's what happens when you are in a position representing this organization. You know what, I can be done. You're right, we did pick a couple crappy...well, I can't even say that. It's not easy. I have a lot of love in my heart for everyone involved. I wish I could have forced people together in a way that was not happening. That's all I'm going to say. I support the motion.

Tim: I've been telling my crew, and I tell people in the outside world where I spend most of my life, that the Fair is a left-handed, alternative microcosm of the outside world. Here we are with leadership that we don't understand, and we don't know how it got there. It leads by coercion, name calling, making up lies, cronyism, bringing in its own family to run this and basically turning our country into something that it was never meant to be. Looking at it from the outside we see almost a laughingstock of what we were, and the microcosm remains. I know a lot of people and I don't know anybody who can't get along with AndyMan. I'm sorry, there is one person who can't get along with AndyMan.

I don't know anybody who can't get along with Shelly except that same one person. So, I wonder why we are here talking about these people and not them, that one person who can't seem to get along with people that the community picks. Did you not do a good job, or is there something going on here. I am full to the brim with shame and I am going to dish some up. Shame on management for pulling this off now right before the Fair. Shame on the committees that have not followed the process. Shame on the Board for continuing this. It's like a rubber stamp for management to do the things that they want to do. I don't come to these meetings, and when I see this stuff going on it makes my blood boil. I get angry and ashamed. Shame on us for voting on a Board that wants to keep things secretive. There's been so much non-transparency going on for the last three months. It's making us divided. We are the microcosm. Let's be that alternative microcosm that can get this figured out. Turning it into a division is going to ruin it. It just isn't fun anymore.

Grumpy: I think everybody who has talked here today needs to look inside themselves and look and see if you have violated the code of conduct of the OCF. A few of the people who have talked here we know and can prove have violated the code of conduct. When you talk about shame look to yourself and what shame you bring out in the organization. I'll end with what you just did, the bullying and the mob. When you talk about shame and then you go around and threaten people with violence, which obviously violates the code of conduct. The bullying — you are supposed to be allowed to talk, and yet you interrupt. You can do that but look to yourself and what you are doing instead to bully this Board by this mob mentality.

Somerfield: Is that what you say to the abused?

Sam: You are out of order.

Spirit: What's going on tonight is out of order.

Sam: I appreciate the passion that's coming but also to keep the meeting moving in an orderly fashion. I want to make sure that everyone who wants to speak gets a turn.

Jack: The truth has yet to come out tonight, so let's do that please.

Grumpy: What BobbiJo and Jeff said, we really need to think about. It appears to me, and I know I'm on the management team, I don't know any of the details because it's confidential. That's

what confidentiality means. These people that you investigate have been confidential, and others haven't. You all have probably read the investigation that was brought up. I had no idea. I had been told there was an investigation, and in my mind that was the proper procedure because there was a complaint made and then you go to somebody who is an HR expert. I could be wrong, but what's gone on is an investigation and now you are going to attack the investigator and what they did. You can do that, but that's done because you have a position where you believe Shelly shouldn't be terminated.

You said that you were a professional in this area, yet you are not letting the professional in this area, who did the investigation ... you are throwing it out because you don't agree with it. That is not fine for the Board's position. The Board has done what it was supposed to do. You should listen to Jeff. If you have a job here, you are supposed to follow the job. That's what I think is going on here. You are supposed to do your job. We all have jobs in the organization whether we volunteer or paid and if you don't do your job, there should be consequences. And these are the consequences for this particular individual for not doing her job. I can't believe that Jeff has anything against Shelly or any bias. You can go against me about being the mob, but I hope the Board doesn't follow the mob because that's what you all seem to be arguing against. You argue against bullying and you argue against the mob, and then look at yourselves. Aren't you the ones who are bullying?

Amy: I want to echo some of feelings around the room about how divisive these decisions are and sides. I wrote a letter to the Board and I'd like to read it. I hope somewhere it will get more sane than what is happening right now.

Greetings Board Members, I am writing to you today in regard to the current discussion of the staff personnel and proposed changes there in. As many of you know, I choose to take a moderate approach in situations where all information is unclear or confidential. I see nothing good coming out of divisive politics, witch hunts or mob mentality.

I want to speak first to disciplinary action and recourse. I have been managing restaurants for many years and hiring, firing and disciplinary action is part and parcel of that job. In cases where we have an employee who isn't fulfilling their work requirements we do many things. We call an initial meeting with said employee where we :

- 1) ascertain that the employee is trained and aware of the tasks/duties required of them
- 2) adequately demonstrate and describe how these tasks are to be accomplished
- 3) make sure the tasks that are being required are reasonable for the employee both physically and with time requirements in mind.

When these conditions are met and if there continues to be a problem, we have another meeting with said employee where we go over our concerns, give feedback and provide opportunity for change.

We document every meeting and the things discussed, with both parties signing, acknowledging the meeting and topics covered. If these first two meetings do not remedy the situation, the employee in question is once again called in for a meeting, generally resulting in their termination. Once again, this is formalized by a written document that all parties sign.

Obviously at no point is it appropriate to share with other employees or guests of the restaurant any details about an employee. They must trust that there is an honest and fair process in decisions of employment termination. There are also obviously times when immediate termination has been required. (Only three times in my years:) Twice for "No Call No Show" and once for sexual harassment with another employee. This harassment occurred after work and not at the restaurant, but created a predatory environment where our employee no longer felt safe.

There are many rumors in circulation in regards to Shelly's work performance and Shane's behavior. It is my hope that if concerns regarding Shane's behavior have been made to the correct channels, that situation would have been addressed immediately. Bullying, harassment and intimidation are not OK. Anywhere. Especially in the work environment and even more specifically if that environment is the Oregon Country Fair. It is also my hope that if there has been concern in regards to Shelly's work performance that these concerns have been communicated thoroughly and respectfully to Shelly and have been documented and agreed to.

I want to put my trust in you all to make informed and well-thought-out decisions. To ask hard questions and investigate things for yourself without being hand-fed all information.

To also think critically about why we seem to keep seeing repeat situations where people aren't able to work with each-other. It's been a hard transition for many from Steve to Shane. From Andy to Shelly. From Charlie to Tom. From Tony to Crystalyn. I feel like our employees who have stepped up and thrown their names in the hat for a staff position have the best interests of the Fair in their hearts and minds.

Many times, in my experience in the hiring process for the restaurants I've worked for, the deciding factor between qualified candidates comes down to interpersonal compatibility. I ask the Board to think hard on this piece in looking at the future of staffing questions and hiring for the future. This is my personal opinion and I'm not speaking for the Recycling Crew at large.

I want to close by saying I love Shane, Shelly, Crystalyn, Tina, Palmer, Brad, Peaches, Codi, Casey, Timothy, and Spirit. We are all here because we love each other. Right now, it is cutting us in half and is ripping out what we come to the Fair every year to do.

Indigo: I don't know what to say to you, the Board, to our family. I am deeply troubled. I stepped off this Board just a couple months ago. I read a nice letter to you saying why I did that. There are a lot of reasons why I did that I did not say to you, one of which is that this organization is asking us to judge each other. It's asking us to determine whether we belong or whether we don't belong. As many of you have said, this organization is becoming more and more like the unhealthy world where we live outside here.

In a healthy organization, we come together. We circle, not in our individual camps, not the Board over here, the BUMS over there, and the coordinators and the crews over here. We circle together as a family in one big circle with our different opinions. When we have two people that we care about, we don't try to throw one of them out. We try and resolve it and I have not seen us try and resolve this. I've seen you try to listen, I've seen a lot of information come, I've seen a lot of information that people have that others don't. All of this has come together to what I would call an explosive moment for the organization. This night and your decision will make decisions on how we move forward.

I don't know if Shelly is the right person for this job. Maybe she is, maybe she isn't. You've heard both sides of that story. I don't know if Shane is the right manager for this organization. What I do know is that we are treating each other like shit. Sitting as a Board member up there, the way you family treated us, people you elected to be your representation, you treated us like shit. You treated me like shit. We have these employees who are working so hard for our organization and we treat them like shit. I am sorry for my language, but this is truth. We all know it in this room. We have all experienced it in various ways.

I want to say let's rise up. Let's get beyond this. Let's not just say, you know Shelly is not doing a good job because the performance thing was not met to our satisfaction. That's not good enough. That is not who we are. We are better than that. Let's bring Shelly in, let's bring Shane in, let's sit down and create plans and systems that are evolving from the bullshit of what we are doing right now. I sat on the Board for nine and a half years and I left because I couldn't handle it

anymore. My blood pressure was going through the roof because of the stress of the organization, and we have an amazing organization. We do the most amazing handwork in all the world. We have the most amazing art, amazing musicians and people with so much heart. So, wherever you are, I call out love. I call out love because we aren't respecting each other. How to start respecting each other is to start remembering the love. Let's figure out how to do this, but that is not what I am seeing. I saw the vote to move the motion from new to old and the motion of Chewie, so if I project what you are going to do then it's already written and none of our words make any difference. So, why am I even speaking.

Clif: I was talking to someone on Site Crew the other day and they said they didn't have a lot of work to do. I don't think you can take a bunch of work from Site Crew and heap it onto Shelly's plate then say she can't get it done.

Ichabod: I would like the Board to modify this motion, delay everything for three months. This is not the time to let Shelly go. We've got a Fair to put on. Let's go for three months down the road then address this issue when we have more time to work out details and maybe come to a better arbitration.

Leslie S.: It's been a long time since I've been at a Board meeting. I am sad and sorry and felt compelled to come tonight. Grumpy, I want to tell you something. I ain't part of the mob, never have been and never will be. My strong feeling is the people here tonight are here to speak their truth to power. A very wise human being once said there are three sides to every story. There is your side, my side, and the truth.

It seems to me it might be the truth that is really missing here. It has been sacrificed to a kind of expediency. It has been lost, maybe to the fear of admitting mistakes. It's been dumped for the ease of just going along to get along. It has been abandoned to a very hierarchal and secretive politics of power. The wagons have been circled, hearts have been hardened, we are hiding from the truth. The truth doesn't easily take no for an answer. It will seep through the cracks of compassion and conscience in each of us and each of you. The only question that remains is will we all be able to open our hearts to the truth. The courage it takes to look truth in the face and honor it, to say to it loudly, proudly and without reservation. Yes, yes, yes.

Sandra B.: I am part of the founding collective of OCF almost 50 years ago. I travelled all the way from Seattle. This is important for me to show up tonight because I'm as concerned as I have ever been for the Fair. When we started with the Fair, we dealt with a hostile surrounding community that we had to persuade to accept us. We were the counterculture and that meant something. It meant the end of gender discrimination, looking out for each other, nonviolence, creating a community based on cooperation. I'm worried about the Fair now as I see these bedrock values under attack. Dissent and difference of opinion is not a dirty word. Crude jokes, authoritarian management style, and retaliation does not foster a harmonious workplace. Isolating and targeting people demanding deference is not what we are about. We need to start over with an impartial review of the facts here. I don't think that's been done. The Fair hired an attorney to represent the Fair, not to find the impartial reality of this situation, and I am asking that gets done. Let's remember the principles that a bunch of idealistic kids had when they started an event that would create a marketplace to have crafted goods and pattern an inclusive idealistic community. I have a feeling I can see where this vote is going and I'm deeply disappointed and concerned. I really hope I am wrong.

Jon P.: Several people, including Sandra, have said what I want to say. I can't believe you are engaging in this process at this point in the year, right in front of showtime. This demonstrates that there is something wrong in the management of the process, to begin with. We have a Fair to put on, this is the wrong time to be doing this very divisive thing. I understand that management, you

and the family have a tremendously tough job putting on a tremendously large and complex event. I think Ichabod's suggestion of putting this on hold, right now, and revisiting it with a methodical process in which you identify, whether or not, all of the steps that are required by your own policy and the law have been followed, where you make sure that every side of particular narratives are examined and understood before we move forward. I think to do this right now is kind of crazy. We really need everybody in this room to get focused on the OCF.

Tom: I'm a coordinator for Fire Crew. I know most of the Board well and I respect what you all are doing for the organization. But, I would like to concur with Jon P., and Ichabod and not to be too hasty with this motion.

Marlene: I've been on the PC since 1994 so, yes I have been involved in some of those hires. With what's going on right now, I can say there are other sides of the story. Unfortunately, I think the HR people will recognize there are limitations that employers have about what they can say. I love Shelly. I remember when Shelly used to call Palmer and I mom and dad. I love Shane. You are both extraordinary. What I'm sad to hear is the divisive piece and it's reminiscent of my recollection back in 2016 that was fueled by social media and misinformation. What I think we all need to do is to take a step back.

My heart goes out to the Board members because I was on the Board for several terms and I know what a difficult job it is, and how hard it is right now. I am facing scrutiny. People say I'm a bad person, well I'm not. You know me, and my heart is in the right spot. Does it pain me when we have to let an employee go? Yes. Have we ever done that for more than extenuating circumstances? No. I have never known an organization that is willing to bend over backward more and more and more to try to make something work. I want you to know your Board members are doing right by the Fair no matter how much it pains us and them. Unfortunately, we don't have the latitude to engage in the support some people have. The divisiveness — let's ask where it is coming from because what I have been hearing is the level toward us isn't as accurate as it is for other people. I'm hoping the process works out in the way it is supposed to be. I don't know what that is going to be. Regardless, my love for the family is going to continue, my love for Shelly and Shane will continue because they are all noble people. Your Board members and your staff who take on management positions here, do you know how hard it is? Did you hear what Indigo said? It's important that we all have voices, but we can be misled easily and act only on half-truths. Let's trust in our elected Board members because I know they really care.

Heather: It seems to me having been a little bit involved in this, some things were bundled in this process. Some things didn't happen that should have happened. A wise person, a business mentor at Golden Temple once said to me, "Don't be one of those companies that goes: Welp, it's our mistake and we're sticking with it." I think that given, we should take Ichabod's and Jon's advice to step back, as well as hiring a lawyer to not just look at the Fair's side of things but for both sides. The investigation was done by a \$400 per hour lawyer hired by the Fair. That's probably not going to be particularly two-sided. You can look her up, Amanda Walkup. I also want to look to those of you on the Board, any of you who have any doubt about this, especially if you have never taken a stand, if you have any doubt about this, vote no or vote to at least postpone it. Make a motion to delay this and get a real investigation done.

Joe: It's within the power of the Board to actually delay this and put this on the table for three months?

Dean: I've been watching you through this conversation. I've been asked about being on this Board a couple times. I don't think I'd have the guts to handle this kind of stuff. This is tearing me up. I didn't even know this was going to happen when I came tonight. I didn't know this was going on. At the beginning of the meeting I said oh, OK, this is a steamroller going on here because they're

moving it from new to old business because of the process they need to get through. I see it happen all the time. There's been enough conversation from the room to make me question whether or not we got our process right. A number of points have been brought up by what seem to be fairly knowledgeable people, enough that if I was sitting in your position I would question it. I support the idea of delaying this. Even if you have a really bad clash in a critical position, you still have the ability to get some people to work with those folks and work it out so they can get their jobs done between now and the Fair. That is still a doable deal. Delay the decision.

Erin: I am with Fire Crew. I have a lot of management experience in the unfair world. This situation was brought to me out of the blue, and I am privy to Shelly's information with her permission. If that was all the information I had, which is all I have at this point, I would have fired Shane for harassment and retaliation. I would put Crystalyn on probation because she supported that retaliation. I would request Shell Bell have some counseling and help for her job performance. That is harsh but that is the real world. This is a different world and I hope you find a better way to go.

Mouseman: You know I'm not afraid to say anything. Everything that is in my heart has been said. I thank you and love you all. I want to get out a practical matter. A year ago, you all of a sudden buckled because you were afraid to face a bunch of pissed off Indians. There's a lot more pissed off women. This is not the time to fuck up.

Tina: All I can do is talk about my experience. My biggest bully at the Fair was Shell Bell, growing up as a child. For somebody who was on her crew, I wanted to look up to and be like her and she gave me zero support until she was off my crew. She would come around here and there, and no one knows the full story, but nobody at Fair is completely appropriate at all times. Multiple people saw her chase somebody around and squirt breast milk. How is that any more appropriate than what possibly occurred. I support the Board's decision.

Jon S.: I'm an alternate and I do not have a vote on this motion tonight. If I did have a vote, I would vote no. I want to address some of the issues that people have raised. If the Board votes to terminate Shelly, I do not believe that was in retaliation for anything Shelly may or may not have filed or complained to Fair management about. People talk about how the Fair hired an attorney. The attorney was actually hired by our attorney, originally. It was not a decision of the management of the Fair and we wanted somebody to investigate something. If we don't hire, who is going to? Do we want to pass a hat and ask people to give money? I believe this was a good-faith investigation.

The arbitration clause that people referred to in the personnel manual is unclear, at the very least, and that arbitration clause refers to a legal claim filed against the Fair, not a complaint. It's not really clear in the wording that it's the interpretation. If that is the interpretation, obviously that section of the personnel manual needs clarification. I believe there are performance issues that need to be addressed. Do I believe that termination is the best course of action at this point in time? No, I do not. I believe we have other options. I respect the decisions my other individual Board members may make, based on the same information I have had access to. People can make different assessments about what is the best course of action at that time. If the Board votes to terminate, I will be in a position that I have frequently been in where I disagree with the decision that the Board in which I serve has made. That's about all I can say without going into the details and sharing information about stuff I can't share.

I think the claim that all the issues involved in this situation were not taken seriously by the Board, and the Board and the management did not make a good faith effort to assess what is going on, is not my experience. Again, I disagree with the particular decision being made tonight as the only course of action. I believe there is an alternative and we'll see actually when the vote comes down.

Chewie: My name is John Burgess, some people call me Chewie. I am adamantly, vehemently opposed to this going down the way it is going down. I am sick about it. I've lost sleep about it. I've been up at three o'clock in the morning talking to people in this room. I am fucking sick about it. I am sorry about my language but I'm not going to be not me right now because I am really upset. This makes me feel terrible. I love Shane, Crystalyn, and Shelly — I love everybody in this room whether I like you or not.

This is the hardest thing I have seen, and I have worked with every Site Manager and Caretaker at the OCF since John Winslow. I'm sitting here thinking this is just pathetic. The last person who shared the job authority was Bill Verner and he was both Site Manager and Caretaker. Bill was Bill, and he is one of my best friends, and he didn't do things right. I don't necessarily agree with some of the choices made, particularly concerning grass being planted in places at the Fair, but that's OK. That is a difference of opinion that is not making anybody feel bad. If it does, I apologize.

I want to be very clear on this, I am feeling that retaliation is entirely possible to me as a coordinator and a Board member and it sucks. I am really standing up, going wow, seriously? I'm listening to everybody in this room and I'm thinking son-of-a-biscuit. I don't know how to fix this. I wish that putting this off, kicking this can down the road for three months was a great idea. That's a bigger shit show than what is happening here in a few minutes. I'm not going to support. Nor will I support Shelly being canned for any reason based on what I have seen, and I have said this at many meetings.

I'm saying this to you here because it's me John Burgess, not me as Board Member. I want to be very clear, so this is me talking. I do not support the way that this has been handled. I do not support the evisceration of anybody and that includes any employee, anyway, for anything. I hear that somebody complained and felt harassed. That's the end of the fucking discussion; they felt harassed. I don't care and once there is harassment on the table, people have heard me say, the appearance of impropriety is the appearance of impropriety. I'm sorry I'm getting a little legalese here, unfortunately I read that section in the PPPM and the ORS statute it's attached to and if you really want to go shoot yourself go read the ORS statute on anything. I'm telling you that I think the interpretation, as Jon so politely stated, is misunderstood by everybody. It's not clear at all. I'm not going to speak anymore, to this issue. I love you all. I love Shelly. I love Shane. I love you Crystalyn. I love you and this sucks. Thank you.

Laurel: I am going to keep this brief because I am really emotional. I'm heartbroken tonight over discussing this. We, as a community, have to do better than this. I am against this motion.

George: I think the most important responsibility the Board of Directors have is to protect this agency and protect it in the long run. As this issue began to unfold, there were accusations of harassment that took place. That really raises the bar. So as a member of the Board we had to investigate. We had to find out, are these legitimate? The fact that a person felt that, that's legitimate enough, just for the respect. It needed to be recognized as that. We need to recognize that this person felt this, and we needed to know it. Two reasons: Not only is it the right thing to do, it's also our obligation to protect this agency and other kinds of fallout that would come if we don't do an investigation and if we don't take those accusations as legitimate.

And that all got confused with something else. That something else was the person doing the job that apparently after some research was in over her head who had more things on her plate than she could do. Maybe she wasn't properly trained. Maybe she needed more apprentice work. Maybe it's just too much for anybody to do. We are trying to understand the Caretaker, what does idea of Caretaker look like and what is their job within the Fair. We've been through a lot of different interactions and there is a place that says maybe we should step back and rethink that. We each have that conversation going on, and the people you see work really hard.

As strongly as I feel this is not the right direction to go, I feel real strongly supporting what the PC tried to do. They tried really hard to sort this out over and over. They've come to this decision. This confusion, these two issues coming together, make them impossible to separate. So, what are we really deciding? Are we really deciding just about this person doing a job or are we raising larger questions? I think that is a lot of what's happened tonight, larger questions are being asked. For other people who are in positions of supervision, this is a beneficial thing. I was a general contractor for 30 years. I moved my best carpenter to be a supervisor. Not only did I lose my best carpenter, he was a terrible supervisor. Not everybody is really good at what they do and necessarily lead other people. There's a lot of need for support and need for training. That's what I feel is missing here.

I don't know how to take a step back and in talking about options our hair has been on fire about this. Tonight, maybe there is an opening for a possibility, asking is there another path? Is there another way? This mob context and the people here expressing your feelings, right on. Also, we are not the enemies here. I think it is about options and stepping back. We all need to learn more stuff. It's a good organization and suddenly we have a lot of employees and can we screw up, absolutely. If we screw up with an employee, it's the most dangerous thing you can do. I think we are on a track to learning that and how this all gets resolved. I appreciate what I had a chance to hear tonight.

Sue: When I sit at this table with the rest of you, and we have to make decisions, my priority is asking — is this best for Fair? We had to make some really tough decisions, and I believe those decisions have been best for Fair. I haven't slept real well the past few weeks. Part of it is because of Facebook, part of it is because it's a difficult thing. When I sit at this table and we make decisions, my first priority is the Fair. I have to put friendships aside, put preconceived notions aside, and do my absolute best to make decisions for Fair because I think that's why you elected me to sit here. I represent you.

Jon made a lot of excellent points. We can't tell you a whole lot, I wish we could. We can't, we are bound. I want to tell you this motion is absolutely not retaliation. We have talked about this, we have worked this, we have looked at it, and believe it or not we have looked at it with a lot of compassion for everyone involved. That includes Shelly and the rest of the management team. Some of you are really close friends of mine and I am so saddened. I don't want to say we are at opposite sides because there are more than two sides to this. This is the hardest vote I've ever had to make, and I believe it's in the best interest of Fair. That is meant with all the love and compassion I can muster right now. Thank you.

Ann: I want to echo what Sue and Jon said. There's a lot to this, there's a lot we cannot talk about. I have also, in my personal life, been involved in situations at work. We have been more than understanding and compassionate. You have to trust us. I totally expect during Main Camp to be taken out in the bushes and told what you guys think about how this vote went. That's all I have to say because I've been taken out into the bushes before I was on this Board, and I was told this is what we will do, no matter what.

Justin: When I look across the room from this side of the table, this is tough. I got on to this Board because of various, different issues sitting out there charged, but not quite this large an audience. As I look at my role on the Board I have fair amount of real live HR experience, dealing with hiring and firing, and a lot of these other things including PIPs in place. I tell you, talking to this group and Shelly, we started this process with Brad and Palmer as a sub-committee to the PC to give constructive feedback, to try and find a place to be able to go. I've written a lot of performance improvement plans in my life and every one I start with the intent to have it positive and move in a positive direction. I had that intent with this process.

The difference here was not a lot of willingness and a lot of entrenchment. I've never really seen that in my life with dealing with personnel issues to try and come to a positive resolution where we outline things that both parties need to work on. I know this is falling on deaf ears and I'm part of what has brought us to this precipice. All I can do, when you see me on the path, is know that I did this with love and intent. Very rarely in my unfair life have I had anything met with such resistance and conspiracy. I am part and parcel to hate speak in this room, hate speak on social media and I am saddened it got to this point with this timeline right in front of Fair.

I hope there is a way, regardless of how this vote goes down, we can deal and have our event, but these are tough decisions. In the best interest of the organization it was an untenable situation going forward and a personnel issue when you have a situation where people can't work together and decisions need to be made. There will be more decisions and learning to take place, but I am sorry. I know as an organization, it is my understanding that we have never been to an open session to deal with these sorts of things and that is indicative of the process. I am sorry. This is why you put me here to do this stuff and should you choose to recall me in this process or vote me out, that is your choice. I also have a job to do at this Fair and will continue to do that with honor and pride.

Paxton: I love you all, this is very difficult situation. The Board is charged with doing the business of the Fair, not necessarily the family. I think in a sense that is one of the things we are doing. I'm not happy with the timeline, I've tried to change it but we are stuck with it at this point. Personally, after a couple of years of observation, have come to the conclusion that Shelly is not doing the job of the Caretaker. I'm approaching this directly from that. She's not meeting the qualifications of the job. I think she has done a lot of good work for the Fair but that's not necessarily doing the job requirements. I've done my own investigations over the last two years and did form my own conclusions. This is probably why I am voting for this motion, but I don't like the time and I am sad to see that it comes to this.

Jack: I want to speak to the bigger issue. I've been sitting up here for a while. I don't know if I ever really felt I was the "in" crowd, but that's OK. One thing I have noticed over the last year, it's been a bit crippling. There's a lot of general fear about what we do at the Fair. I see it. For most of you I have known, I am relatively cryptic, sensitive and sometimes out there, but I channel well. There is a lot of fear. Maybe that is why we are making this vote tonight. There is one thing about the saying looking truth in the face, but it's another thing to look fear in the face and what does that really mean.

We have vehicles here that we are using to express that timeline of understanding to move us into the next 50 years. This isn't about me, it's not about this exact moment right now with the Board, this is more about looking at our worst fears. I think one of our biggest fears is change in any way, shape or form. That's what I have been feeling. I don't like using metaphors in this sense, but I've been on the tip for a long time, and done a lot of lifting for a lot of you.

I'm going to look fear straight in the face and say we can move past this. We are going to vote the way we are going to vote. We are going to vote in an open session and we did everything we can not to do that. You can draw any conclusions you want from that, but the fact of the matter is, I see a lot of fear in this room and we shouldn't be. We are strong, and we generally are not righteous. I am starting to hear a bit of that and that is usually coupled with fear. Take it how you will. I'm not apologetic. The process is the process. For all of you who have been getting us to this point, you have all been in the process. One of the people we once dealt with in this way said, sometimes the process is so deep you've got to get over a sink. That is where we are at now.

Last year was very difficult for me in the fear that was expressed about what's going to happen because of management — what the Board is doing to do, we don't trust the Board, we

don't trust management — and it was a mantra almost. It was crippling. We are going to get past that, I know it. I know we are.

Diane: You hit it on the head. Thank you everybody for coming because it shows that you care. I have so much respect for everybody here on both sides of this issue. Most people on the Board, who are already on two sides of an issue, speak the truth. As far as retaliation, I never know who is retaliating against who. I'm in the Community Village so you know you don't have to fear me to retaliate against anybody. Like Paxton and Jon, I was really trying to find a way to put this off somehow, put this off to see if we could find some other way and dignity. It seemed like it was working that way, but I'll tell you Jeff is what cemented my decision because he said the work is not getting done.

Kenya: It's really great to see everybody here. I come from a big family and I didn't always get along with my siblings. We would fight but we would get back together because we had to. We are all here and it is a family. We might disagree, or things happen that we don't want to happen, but we have to come together no matter what because we are stuck, and we need to move forward. Love does cover all and it does propel. Just know any decision I am making is out of love in terms of what information I have. It's not about this or that. I am feeling a place of love and wanting the best for everyone.

What responsibility do we take for our actions, what part do we have and what can we do different? If this does get postponed, what could be different? Because we can't do the same thing and expect a different result. What would be different and what would we do different? What would individuals do different so that we would get a different result? Our vote is our vote, and what would be different if we postponed?

What I love about OCF is that it was set to be counterculture. When does counterculture become the mainstream culture? Maybe look at that and can we actually be counterculture? I think me being right here might be counterculture, just a thought. Being part of this, I liked what that was about because there is so much that needs to be brought back in. How can we actually make space and do the different things and take responsibility of where we are right here within this organization. I am voting based on the information I have, it's no judgement one way or another, but based on information that has been presented.

Chewie: There is a person at this Board or in this room that I will not listen to. I respectfully, vehemently disagree with a couple of people on this Board. They know who they are, and I am who I am. Nobody in this room, nobody at this table and nobody watching from that camera over there, anywhere, has anything that they can say that's going to disallow me to include them in my family. I do come from a big family and have lots of brothers and sisters. I'm telling you this is really important to me and I'm not making light of this. I want to thank everybody who put time on this at every level. Thank you.

Motion passed: 7-3; Chewie, George and Laurel opposed.

Staff Reports

Crystalyn: I really hope, despite that we disagree, that I don't ever be perceived to be retaliatory. I know that everybody in this room wants what is best with the Fair, and our perception of that is really different.

We had a couple of meetings with David Sullivan, and one thing that I agreed I would say tonight is he expressed to us that he never received the 2008 probation letter. It was in a file, but we don't have anything to prove that he did. I agreed with him that it should be stricken from the record for Sweet Leaf.

At the last Board meeting we increased the legal line item quite a bit. I know there were a lot of questions about why. I want to answer it to make sure it's addressed tonight. Russell recently retired, effective immediately. He worked for the Fair for about 30 years. We haven't received a bill from him since 2016. We purchased a winery and we are working on vacating roads. We are trying to update the PPPM and we've had some HR issues. We were already over budget, so I wanted to openly go on the record and explain that. I apologize if I didn't convey that. Ticket sales are doing good.

Crystalyn requested the following budget adjustments:

- Budget adjustment for photo booth capital project — when the capital project was submitted, Kirk and Geoffrey talked and I thought that the cost given by Kirk covered the entire project. I have since learned that it only covered the construction:

- Fire Extinguisher, 9-pound-rated for electrical fires \$50
- Lockers, 10 total (Looking for Used) \$400
- Power cables, 30 amp 200 feet, adapters' splitter to 20 amps \$450
- Decorations, Light modification, Zip Ties, Clamps, Painter Drop cloths \$200
- Cards for participants with Web address for portraits \$25
- Gaffer tape \$16
- Printing for releases or \$12 for an Online release service @12 per month (same that was used for the portrait project a few years ago) \$12
- Additional cords, surge protectors and splitters \$50

Total \$1,250

- Lot Crew — Food vouchers increase of 288 at \$864 (from 1,603 at \$4,809 to 1,891 at \$5,673); S&S increase of \$1,340 for two gators

- Traffic Crew — Food voucher increase of 764 at \$2,292 (from 4,524 at \$13,572 to 5,288 at \$15,864); S&S increase of \$1,340 for two gators

- Late Night Trips budget adjustment, added trips in to the Fair and back out on Thursday — increase \$500

- Budget for road widening — although we designated funds, we need a budget line item added to the SFM budget \$18,000

- Communications — a new tone remote. Will allow use of foot pedals, headsets, etc. Current system in FC is from 1991 and is not functioning properly. Creates a hands-free option — additional \$1,200

- \$1,250 to the medical line item of the GM budget for the purchase of an AED that we will place out at the winery

- \$1,000 for S&S for Xavanadu movement — rent an additional gator or golf cart

- \$1,000 for S&S for Ambiance entertainment — rent an additional gator or golf cart

The price is so high because we might have to ship in the vehicles from other parts of the country because we have already rented them all. It might be less, but I wanted to ask for the top amount.

Jack moved, and Paxton seconded to approve the requested budget adjustments.

Hilary: The total is \$14 dollars short of \$12,000.

Member: I'm confused because I thought one of those items was over \$18,000.

Hilary: That is exclusive of the \$18,000 which is already out of the funds that has been designated and to show that they have been spent.

Palmer: While I am no longer at Fair Central, I will say communication dollars is money well spent. Upgrading Fair Central is a very appropriate item.

JenLin: With the purchase of the winery, we have additional expenses. Thank you for making it functional and safe.

Spirit: I fully support what she is proposing for the budget.

Grumpy: Hopefully you will all start looking for things about the winery and how it will work. Hopefully by the end of the week, you will all get a communication. It's taken a lot of time figuring it out and how each crew will help.

Crystalyn: Huge thanks to the crews stepping up to make the winery functional.

BobbiJo: For this much flex for brand new stuff, just trying to figure stuff out and make this work, it's pretty modest.

Jon: The road, Chickadee, turned out much better than I thought it might and I want to thank Shane for making that happen. I appreciate that. Since we are talking about parking at the winery, is there any consideration for the suggestion to have a "park-and-sip" activity? Is that being considered at all.

Crystalyn: No, it is not.

Jon: Thank you, I just wanted to check.

Motion passed: 10-0.

Shelly: It's been a full and exciting month already, and the best part was having everyone back onsite this last weekend. You are truly a breath of fresh air, and I live for the day you return home every spring. Thank you for being us.

Please slow down as you're driving on, off and around the property. Speeds in excess of five miles per hour are both a safety issue and a dust maker. Dusty and dangerous is better suited for Burning Man and not the OCF.

In other community and neighborhood news, the Dodeca Art Farm was recently approached by the Elmira Elementary School PTA to create an art installation in honor of Gunner's best friend, Hunter Heineman, who passed away in a car accident on December 31, 2017. This art piece will be made in the form of a bench which will surround a 400-year-old oak tree on the school grounds. The kids from Hunter's class will get to participate in its creation and each will have the opportunity to leave their personal mark of creativity on Hunter's bench. Thank you AndyMan for your vision and support. Our entire local community is grateful for this memorial to our beloved Hunter.

I would like to say that division, unrest, and mistrust has permeated every leaf, every branch, and the very roots of this family tree. A lust for power and control mirrors that of another administration out there in the unfair world. These are not our values and this energy is the antithesis of what we promote ourselves to be in this world. We are out of alignment.

Behaviors that are not in accordance with our code of conduct, our policies, and the law cannot be condoned. We are collectively done tolerating it, being quiet about it, and tip-toeing around it. As long as abusers have free reign in this organization, the OCF will be a playground for bullies and power trippers. In fact, it already is.

Member Input

Dave S.: I am only speaking out tonight because the Fair put out a public statement regarding my booth's termination. First on Facebook, then on the Fair website. I do not know if this is the proper place. But with Fair coming up, undoubtedly there will be lots of rumors as to why we are

not there. So, I want to take this time to address the statements that were made, because both sides of the story need to be heard.

It is both frustrating and upsetting to have to stand before all of you to defend my name and my word after all the years of service that our team has provided to the OCF over the last 20 years. I am the first to own and admit that my booth struggled over the years to make things work at the OCF. Having a terribly inadequate space for the first 17 years (for any booth to function in, let alone one that goes above and beyond to strive to be a truly sustainable business), things like not being fully open on time, or having my vehicle on site still minutes before the gates open to the public are minor infractions that we have been guilty of in past years. However, to get kicked out of Fair over not having a single item (out of our long list menu of options) is extreme.

On top of that, I had a meeting with Shane in 2017 where we agreed that I would only sell stir fry after public hours and not have my stir fry sign visible during fair hours. Shane does not remember the conversation and has since taken the stance that he would have not have agreed to that without putting it in writing. Larry (from the Food Committee) was also present said he doesn't remember most of the meeting either. He said to me, "It sounds like you believe this is what took place, let's come in and talk about it." Despite numerous requests, I have had no dialogue with the Food Committee since the decision was made.

Shane told me on the phone when on a conference call with myself and Sue Theolass (when they told me they were standing by their decision) that he has pictures of my booth with my stir fry sign out during Fair hours, but I was not selling it. I told him that this is impossible, and he must have his years mixed up.

My point is, it is extremely frustrating that the Food Committee voted to terminate me considering that they were missing key information and apparently given incorrect information as well. What is much more concerning to me is the slanderous and defaming statements made in the Fair's official statement as to why I was terminated.

Crystalyn, I thank you for making that comment. However, the actual truth is, Chewie (a Board member) told me he spoke with Justin who informed him that they found a certified letter sent in 2008 that was returned to the OCF office. I never signed for it or received it. I only even found out I was placed on probation in 2008 recently (10 years later) after I was notified that I was kicked out of Fair. How can I be expected to address problems as they arise when the Fair lacked the organization to notify me that I was even on probation and that there were even any issues to begin with?

The statement goes on to say: Not open on time in 2015 and 2016. I disputed this. We were open on time both years. In fact, in 2016 Charlie Ruff the GM, Jonah, head of Food Committee and Danye (from the Food Committee all came by my booth at opening). Charlie even congratulated me on how great our booth looked. The pictures Shane produced of that year showed my booth fully open and rocking at 11 am with the exception of one single item (stir fry) as this item has always been a later in the day/evening meal option. Unauthorized removal of vegetation: Chewie, who was one of the stewards of our area since year one, has worked with me extensively in regard to vegetation management and can vouch that this statement is not true.

Having vehicles on site after opening: Another 100 percent false statement. When I was initially called in to be informed I was being placed on probation, one of Charlie's issues was that I had my vehicle on site 15 minutes before the gates were opening in the past. How has this now changed to on site during Fair hours?

Violations of having uncredentialed workers on site after hours multiple years: Another false statement. The only time I had day workers on site after public hours was in 2011. I went through the proper channels to get permission to have a few workers on site to help me prep for the evening

and the following day. I cleared it with Big Boy's Security who called it in to Fair Central. The incident of violence that I endured, and the mistreatment of my workers happened this evening as I was escorting them out shortly after dusk. Knowing I went through the proper channels to have my crew on site, it feels like it is very reaching and dishonest for the Fair to say that this was a violation.

Also, Registration's statement that they stopped trading with me because I was never happy with the amount of passes I received is also 100 percent false. I spoke with Laurel who now sits on the BoD. Laurel was the Garden Crew coordinator I worked with. She agrees that this statement is inaccurate, and she and I are on the same page as to why the trading actually stopped.

The Fair also mentions that multiple crews have had issues with me over the years, that statements can be offered if necessary. I have talked to numerous coordinators (whose crews have been named) who simply deny these statements. Not only have I not been given these statements that I have requested, but I cannot even get anyone to own up to writing this portion of the statement. Mind you, there is still one person I have yet to reach out to for some answers concerning these claims.

In addition, Crystalyn stood up here at the last meeting reading a statement that essentially claimed the assault never took place. That combined with the Fair's official statement that, "we are on a campaign for the facts" seems irresponsible at best. I was never granted a conflict/resolution meeting (as promised when I reluctantly signed my initial probation agreement). For what it is worth, all I ever wanted was an apology. I realize I created the situation by escorting my workers out the back entrance where my Gator was instead of the front. However, the security person would not listen to me at all. I just wanted the opportunity to say, "Look you misread the situation, you wouldn't listen at all as I tried to explain myself and then you grossly overreacted. All I want is an apology." This did not have to drag out and sprawl into what it has become. His words to me that night were I can make your life very miserable at Fair and I feel that is exactly what happened.

Instead, the incident was swept under the rug. Yes, that was on a former manager's watch and was not the current management's responsibility. However, how can management take this stance now, all the while stating that they take violence very seriously and it will not be tolerated? How can they read such statements to the public (essentially discrediting me) without even approaching myself or any of the multiple other eye witnesses who also handed in written statements of the incident? And why have all these statements now disappeared? In short, not being fully open on time prior to my probation and handing in my application late are a few of the minor things that I have been guilty of over the years. But this statement tells a much different story. One where Sweet Leaf has disrespected and blatantly ignored the rules of the Fair. These unfounded claims do damage to my business and my name in this community.

As one of the businesses at the Fair that truly goes the extra mile to embody the spirit and mission of the OCF, these actions are irresponsible, negligent and just plain wrong. This experience has been very difficult for me. It has affected my sleep, my health and my work. My hope is that there is a silver lining that comes out of divisiveness and negativity. For example, many folks would like to see some sort of review board to examine all of the facts before public statements and drastic decisions like terminating a long-term booth or employee for that matter. Thank you.

Coyote: My comment in on the Board decision-making process of last month regarding the request by Crystalyn for an additional \$25,000 to be added to the legal line item budget. According to the minutes, that's what got my attention: "Crystalyn: I am requesting that we add \$25,000 to our legal line item. We are already over the \$10,000 budget and I anticipate that we will spend a lot more throughout the rest of this year. BobbiJo: Bite the bullet. It's not fun to look at it, but you got to do what you go to do. Rick L.: What's happening to raise our legal fees? Crystalyn: There is all kinds of stuff." Jack moved, and Justin seconded to add \$25,000 to our fund. So, this is where I get

mad when I read this, and I say what the fuck is this about. Crystalyn said that Shane had explained Russell had resigned, and this and that.

Crystalyn: To be fair, Shane did not say that.

Coyote: I got all bugged in and my wife helped me figure everything out, and I watched the whole two hours and 12 minutes. What your process was, Crystalyn comes and asks for \$25,000, somebody says why. All kinds of stuff, yeah. So, you have taken the responsibility of the PC to move Shane and Crystalyn up to this position of management, yet you are not effectively training or shaping her for anything about this protocol and how this stuff is done. You could say that things are confidential and cannot be talked about, whatever it is. The answer that was accepted by 10 people is all kinds of stuff. That is mind-blowing. That doesn't work.

You can't just say it is all private stuff. It's disrespectful to our membership that's entrusted you with the responsibility to meet ethically and consciously all matters that pertain to and impact our Fair. To move such a significant amount of money, because it is for all kinds of stuff, without a clarifying question from any of you. You accepted that answer. What were you thinking?

You have a responsibility to help this young lady know how this stuff works. You have to guide her, train her, support her. You can't leave her hanging out like that, and you can't let people think that's the way this corporation thinks. You are not doing right by Crystalyn, or Shane by not giving them proper training, by not helping them understand protocol, by not helping shape them about how to be in management positions they are in. I ask you to have an accountable reporting process.

Spirit: I don't want my anger earlier to be confused with lack of love for anybody in this room. I was enraged, now I feel empowered. I did project and part of that is because I see this pattern repeating. Everything that everybody has said from member input, we are lacking process. We are not following process. We are lacking oversights, and I think part of it is we are absent of a GM, a qualified GM to have oversight over us, that checks and balances. I would put that in the hands of you all, to be our checks and balances.

Whether or not I believe the action tonight or the actions of some of our staff have been retaliatory, it doesn't really matter to me but what's going to happen from here on out. Maybe there is a lack of foresight. There's a perception that's going to happen in the public that we really screwed up tonight. As much as you think you may know, what's interesting is I think I provided you with information you didn't know. I tried to provide you with as much, so you could make an educated, informed decision.

People talk about Shelly not doing her job. I don't know if any of you all checked those work lists, the work lists that expanded, but there is no possible way any one person ... she didn't have Shane helping her and she had Jeff on light duty. The fact of the matter is she was micromanaged.

Sam: To remind you and everyone, generally in this membership input we don't allow comment on items that were otherwise on the agenda.

Spirit: I just wanted to talk about the public perception. I'll end it there. You did have the information. You didn't make the right decision tonight. I still love you all.

Palmer: I have been silent for I don't know how long. Mr. Sullivan has said many bad things about me. He has not referred to me by name but by ways that completely identify me. He has said things about my wife. My wife Katie has said things in this room and prior meetings identifying me. He has again tonight brought up things about me that I have not spoken in public about. This is not a dialogue and I am unsure whether it's copacetic for me to respond in any way to him in this forum, or not.

Sam: Multiple people can speak to the same issue as long you're not responding directly to someone and expecting a dialogue back and forth. You can speak to the same issue somebody else spoke to. I will leave it up to you to decide if you feel it is appropriate.

Sue: Can it be as simple as him stating his recollection of the incident?

Sam: Yes, as long as we don't have back and forth dialogue.

Palmer: I don't exactly remember verbatim the first sentence you spoke today. There was an inuendo and things being said. I don't know if you know that I didn't understand that was any huge occasion. You and I were never alone. There was always one other security person with us. Prior to the 2012 Fair Charlie told us you were upset, and I said I would meet with you. That never happened. I think it's just part of the way life is.

What I did is a result of that. I reached out to two security to ask them to tell me their recollection and theirs is completely different than yours. This may not sit well with you...let me take that back. To me, a volunteer was feeling uncomfortable about someone who had a wristband and people who didn't have wristbands who wanted to go for the sauna. That was not OK. It was after hours and they had a day pass and needed to go out to Bus Solutions. That's the idea of the Fish Traps. I have heard and come to understand that I have been accused of putting my hands around their throat.

Sam: This is not a dialogue.

Jack: Palmer, it would help if you looked at us.

Palmer: Be aware, I am talking to you. I am going to need to stop. David my experiences are so different than yours. If you think I can influence in any way, you are incorrect. I am not sorry about that night. What I did was appropriate.

Jon: I am not going to address any specific issues. As many people have said, I support all the parties that are managing, governing and working our Fair. What I am observing in the organization is we've drifted far from the evolutionary vision we started from. We seem to be going increasingly down the exact road that we started the Fair to get away from. Not just this evening of conflict, but a number of others that have been referenced, give me that perception. I see us going head-long into that process without even taking the care to create the documentation that would go with that process if you are going to be successful at it.

We need to revision how the Board and PC works and how conflict gets resolved. If it goes on the way it has it's going to degrade this organization and is ultimately going to detract and decline our success that we have had. I think it's critical we do this. We need to move back away from adversarial processes and refocus on collaborative processes. This is important, and we need to address it this year after the Fair.

Amanda: When I first spoke earlier tonight I wanted to generalize a thought process. There is so much to say about what transpired in this room this evening. I am speaking from my heart and I didn't get to do that earlier. So, who governs the govern, the governing bodies we do. All of us govern the governing body. Our voices were not respected this evening. Who polices the police? We do.

We have no forum set up within this community to go to that is an unbiased forum or group where we can file a complaint about other parts of the Fair. We need an unbiased group that can hear complaints, set policy and procedures. The last year, and the years I have been deeply involved, I have seen policy and procedure put aside. What has been revealed this year — with Sweet Leaf, Reese, and Shell — is we are not functioning on a higher level with respect and love to each other, and we do not have procedure and policy in place. I am requesting that the Board review this.

We need a GM, that part of our Fair. You can't do what's been done, that's not how our Fair is set up. I would like the Board to create some kind of avenue that is not involved in the complaint process. Shell Bell's experience with the PC, two of those people that sat in that room with her were part of the complaint.

Coyote: You are talking about the same issue.

Amanda: I am talking about policy and procedure and how it is defunct. There has been so much surfaced, and tonight is an example of it. Even the statement there is no apology for someone's experience that they know to be true to them, and for no acceptance that experience happened for them and to say that didn't happen, that's a problem. We are not loving and respecting each other. I hope we can have some kind of Board that governs with time limitations.

Tommy: I'm from Garden Crew and I want to clarify that statement that was made about Sweet Leaf and your official statement through the Food Committee. I had talked to Shane on the phone last fall and he was wondering when Dave had donated. Dave, thank you for all your donations over the years, thousands of dollars of produce have gone to the garden, sorted and gone to the kitchen. I told Shane you had not donated in the last year or so. He asked why, I said because of the alleged incident with Palmer manhandling him and alleged racial slurs. Every year Dave and I talk and all he wanted was a goddamned apology.

Whatever lawyer told Charlie not to apologize to Dave, if that was the case, it was a bad decision. Nothing wrong with saying I'm sorry to somebody, and that was his number one reason for not donating. The second reason was I could not approve enough passes because I was at the beginning of a two-year budget cycle. I can't pull passes out of my ass. Four passes for \$1,000 in produce, woo-hoo. I also said to Shane, David is a pain in the ass to deal with sometimes and Dave readily admits that. I've known Dave forever and we are farmer buddies and we were some of the first organic farmers in Lane County. Justin never called me to get information from the Garden Crew. Crystalyn has her husband write a complaint letter from the Kitchen.

Crystalyn: I did not.

Tommy: Her husband writes a letter complaining to the Food Committee. The produce donations and the Food Committee were two separate deals, but you guys are building your case obviously. I feel like the information I gave was cherry picked and manipulated. The part that was left out was the reason why Dave didn't want to, and parts left in were. Who doesn't sweat passes, come on everybody does it. Justin why didn't you talk to me, why didn't you talk to Laurel? Why was the statement made on behalf of the Garden Crew on hearsay? This group psychosis thing, it's manipulation of information and not the right information getting out. People who are involved are not being contacted.

BobbiJo: I've got to address what I've seen regarding the use of the time of this meeting. The purpose of this meeting is to set policy for the OCF. This whole meeting has been consumed by issues that should have been dealt with in confidential process. We do have a grievance process. I've been watching this body for almost 18 years working to craft a grievance process that we have in place. Why the hell are we spending the time at this Board meeting with lengthy arguments. I am so saddened and sorry that people I loved dearly allowed what should have been handled confidentially, quietly and kindly that probably with the same results becomes this massive, public campaign.

DJ: We made a record that's wrong. When it's done I sure would like some help putting it back together.

Sue: To speak as a member, the decision made recently regarding a food booth was made on the basis of agreements that were drawn up by management, the Food Committee and the booth.

That was it. That's what was said when we made the decision. It is in the report and that is what we stand by. There was nothing else involved.

President's Peace

Jack: We have thousands of people who will be coming and are going to find out about what we did tonight. It will be in the minutes. We can continue down the path we are, or we get back to our ability to be able trust one another. I'm not thinking there is anything I can say in the position I am in. All these people are going to come, and I am just going to be happy to see them. That's all I can do. I'm not going to have the luxury to share my opinion and why I came to my conclusion. That being said, this thing has never been easy from the get go. Even way back when it was founded it wasn't easy. It's hard work to do this event and thank you everyone for doing it.

Draft Agenda for Sunday, June 24, 2018, Board Meeting 4 pm at the OCF site

Appoint Sierra Thompson Nordquist as co-coordinator of Commemorative Sales Crew
(Laurel)

Board donation policy (Jon)