

Board of Directors Meeting

April 6, 2020, 7 pm

GoToMeeting remote online and live streamed on YouTube

(subject to approval by the Board at the May 4, 2020, meeting)

Board Directors present: Aaron Kenton, Cynthia "Peaches" Peachey, George Braddock (Vice President 1), Jack Makarchek (President, alternate), Lily Harmon-Gross, (Vice President 2), Lisa Cooley, Lisa Parker, Palmer Parker (alternate) Paxton Hoag, Sandra Bauer, Spirit Leatherwood and Sue Theolass. **Board Officers present:** Hilary Anthony, Kimberly "Kimmo" Howard, and Lynda Gingerich. **Staff present:** Crystalyn Frank, Shane Harvey, Wally Bomgaars; plus more than 350 members and guests. Sam Rutledge facilitated the meeting.

This Board of Directors meeting is being recorded and will be available to the Fair family on the OCF YouTube channel for those wanting to watch the proceedings. To get links for this and all Board meetings, go to the Board section of oregoncountryfair.net and click on "Sign up to receive videos of monthly Board meetings." Thank you, Sean Bonsell and other technical volunteers, for helping with the online presentation.

Please note, any motions with votes at the meeting were recorded by Board members sending an email to the facilitator and recording secretary.

The following items were tabled from Old Business:

Closed session recording and minutes — Aaron

Safety requirements for OCF vehicles — George

Restructuring Board giving and philanthropy — Lily

Canvas the membership regarding voting age — Aaron

Approve and implement the Committee Best Practices Manual as presented by the Committee Best Practices Work Group. Work Group to follow up and assess progress in six months and yearly thereafter — Peaches

Expand Committee Reports segment of Board of Directors monthly meetings to include "Committee Reports, Requests and Recommendations" during which time dialogue may occur between committees and the Board — Peaches

Deadline for new business agenda items — Spirit

Recommendations of Bylaws and Elections Committees — Paxton

The following items were removed from Old Business:

Remove T-shirt contract — Spirit

New Business

Concerns and Care: Coronavirus (COVID-19) — Board of Directors

Background: Due to the COVID-19 pandemic, we find ourselves, just like many other nonprofit organizations, facing a lot of uncertainties. This includes our finances. Our current financial situation has us looking at the long-term future of our event. While OCF has potential fiscal vulnerabilities, there are strategies that can help ensure that we can protect

our event, people, and land. The intent of these motions is to get OCF through this uncertain time; it is not an effort to change Fair priorities related to philanthropy, Culture Jam, the three-day event, long-term projects, staffing priorities, or other values that are reflected in our fiscal choices.

1. Move to suspend spending from crew, Culture Jam, and capital project budgets unless there is special Board approval for specific items. Direct staff to eliminate non-essential spending immediately.

2. Move to suspend Board giving and Jill Heiman Vision Fund philanthropy giving until after the next Fair.

3. Move to remove overtime pay from the budgeted payroll.

4. Move to remove Board designations on funds on hand until after the next Fair, at which time designations shall be reassigned after assessing the situation at that time.

5. Direct staff and Treasurers to present proposed revised operating budgets at the May Board meeting; solicit input from Board members, Budget Committee, and others, in order to propose a scaled-back budget for operating budgets (AA, SFM, OM, and GM/ED) for the rest of the year. This includes proposing a revised staffing proposal.

6. Direct staff to investigate what aid is available to us to support our employees.

Lily moved and Aaron seconded to move Concerns and Care: Coronavirus (COVID-19) from New Business to Old Business. (video 35:47)

Motion passed: 10-0; Palmer voted, as Sandra had technical issues.

Announcements (video 40:25)

Lily extended a big thank you to those who helped set up the remote Board meeting: Spirit, Aaron, Sam, Kimmo, Sean, Jamie, Paxton, Dean, Crystalyn and others. She appreciates the incorporation of member input with this new way of meeting together.

Lily said the Board Work Assemblies will start up again with online access, and hopes to have an event on Monday, April 20. Please check the oregoncountryfair.net site for details.

Spirit expressed a heavy feeling with all that is happening. She is grateful and gave thanks to the Board and Staff, and especially membership, for an outpouring of support and love with confidence in the Fair leadership.

Staff Reports (video 42:28)

Wally: It's been an interesting and challenging month. I would like to personally thank everyone for your dedicated service to the community during this unprecedented time in our history.

The majority of the staff's time has been spent addressing the COVID crisis and its impacts on our event, our organization, and our community. We are continuing to look at the best way forward to protect our event and organization, as well as support our community. We are also focusing on communications to our family and the public.

With the office closed and the office staff working remotely, we have been meeting (remotely) as a group twice or more a week instead of the usual once.

The site staff remain working on site. We are attending to what normal business is still going, such as committee meetings and the like.

The Behavioral Standards Work Group has met twice, mostly discussing how we will be working as a group. We are meeting weekly, though we skipped this week.

Thanks to everyone for coming together and supporting each other as we all navigate this challenge. We will be stronger as a community moving forward.

Fair has hired Durwin Hoskins as the Caretaker, and we are excited to have him! As a seasonal worker, he is familiar with our organization and onsite staff. As we move forward, having a Caretaker onsite will be super important.

Crystalyn: Thank you to everyone! This is a challenging time and we have all been incredibly busy. I am doing my best to reply to an influx of emails, while also reviewing the budget and finances. It's great how people are coming together, and I am humbled to be part of such an amazing community. It will become more important to find ways to connect with each other when we cannot gather in person. If you have suggestions, please email them to crystalyn@oregoncountryfair.org.

Shane: We are in challenging times, and will become more so. It is heartbreaking and scary, and I look forward to getting on the other side of this. Staff is working to cut as much as we can out of the budget and cut back on all non-essential services onsite and at the office. We will contain our spending and save every penny we can as we move forward in planning for our future.

Committee and Working Group Reports (*video 48:45*)

LUMP: We heard a report from Dean Walton on plans for the Bio Blitz, a biological survey we'll be hosting May 1, 2, and 3 this year.

We discussed the two vendor finalists for our grey water recycling project: Biohabitats and Sherwood Engineering, and agreed either could probably meet our needs. Biohabitats sent engineers to walk the site, and Sherwood's been in frequent contact, offered to work at a discount and seems to really want a relationship with us. We'll invite Laura Allen, Sherwood's local contact, to come out to the site next weekend or early next week, and decide next month.

Dean developed a map of water lines from Tim Wolden's drawing, coordinated with GPS points.

We collected a list of projects in process, many that should be easier to complete now that we'll be using a precision GPS unit, including mapping and recording green zones, archaeology, rare plants, and noxious weeds concentrations, tracking the work being done on the compost barn and Winery, long-range site planning, revising the LUMP manual zone map, monitoring and documenting the Bio Blitz survey, collaborating with the Long Tom Watershed Council, the grey water recycling project, writing articles for the Fair Family News, and committee officer succession.

Path Planning: Path Planning held its first All-Virtual meeting in March via GoToMeeting with success.

The committee is ready to work on the expansion and mapping of additional hand wash stations in response to heightened sanitary concerns. We discussed mapping and locations.

A comprehensive long-range planning document provided by Dennis/LUMP was reviewed and a focused plan was made for April. Areas for potential expansion were identified.

A motion was passed to add the removal of the smoking section closest to the sauna on April's agenda.

Committee Best Practices Work Group: The motion to approve and implement the Committee Best Practices Manual was tabled. It will be brought back in May or June.

Peach Power Committee: We received a bid to update The Hub electricity, but are halting all spending right now. All projects will be paused until we can meet again to continue them.

Food Committee: Interviews for new food booths was scheduled for this month, and another Food Town Hall will be scheduled for later in the fall.

Diversity Committee: The Diversity Committee met remotely on Monday, April 13, in addition to its regularly scheduled meeting the fourth Monday of every month. In lieu of the planned April Learning Opportunity, the committee is compiling a list of online diversity learning resources to share with the Fair family. Anyone interested in GoToMeeting links for our remote meetings should email diversity@oregoncountryfair.org. The next meeting will be April 27 at 6 pm.

Member Input (video 54:53)

Member input received via email was read by Indigo and Dean

Keegan Clements-Housser (External Security Crew Leader): First, we cannot hold a physical fair in July. Epidemiology projections suggest we'll be either experiencing the [worst of COVID-19](#) or [just starting to recover from it](#). That said, I would encourage consideration of a virtual meeting using Zoom or other related conference software. I have experience with the topic — I was the project manager for an international journalism research project, and we conducted large-scale remote meetings fairly regularly, and I also have a M.S. in Strategic Communications and will be beginning a Ph.D. program in Communications in August — and I am willing to help.

Sharon Kihara, Elena Villa and the Caravan Stage Dancers, Musicians and Construction Crew: Hello Board Members! Thank you for taking the time to hold this important meeting during this challenging time.

The Caravan Stage crew has been discussing what to do for Fair this year, and with much sadness we have collectively decided that we will not be able to attend. Several of our core performers are enduring financial hardship that will not allow them to fly in; a few are living abroad and their countries have banned travel; and several of us are immunocompromised and unable to risk being in the crowded public. Our Elders have all decided to take the year off as well. We hope that the organization leadership will make the safest, healthiest choices possible on Monday.

Secondly, we recognize what a hardship this will be for crafters and artisans who rely on their booth sales every year. I'd love to ask that the OCF vendor list be updated with web links so we can continue to support our Fair family by purchasing and promoting their art, year-round. Good luck in the meeting, and thank you for your understanding and consideration. This was not an easy decision to make, and we know that yours is even harder. Fair thee well, until 2021!

Remedios Rapoport (the Elder, aka Miss Payasa-the Dancing Clown, aka Froggy XX): No 2020 Fair will embrace the Dahinda-era campaign of "Reverence for the Land." Over the

past 15 to 20 years I've seen the tigerlilies disappearing from the forest east of Alice's. Camping up there was banned, but as more tents moved in the tigerlilies dwindled to only one or two visible! Let's do a better job of protecting our sensitive plants. Frogs singing, clicky tones from the path sides have become so few that I did not hear any last year! Let's give her a holiday to live a full year without the major burden endured during Fair time.

norma sax (former employee) and Dick Stewart (long-time Recycling Crew member; moop picker-upper extraordinaire): This is your old pal norma sax and hubby Dick Stewart. I guess you're about to face making the most important and toughest decision any OCF Board has ever made. We wanted you to know we are in your corner and have your back no matter the outcome. You have our total support no matter what.

Speaking just for ourselves, of course, and it breaks our hearts to say this, but if there is a Fair this year, as Elders we'll have to think long and hard about whether we'll attend. We can hardly imagine not going to the Fair, let alone not having one, but we all are in an unimaginable situation right now. Thank you for what you're doing. All we can remember right now is we're all in this together.

Jane Dawson: Absolutely no Fair, endangering Elders. I won't come first time in 36 years. Really only understand any hesitation to cancel as a legal tangle. Any decent lawyer should be able to get any legal repercussions dealt with. It's a global pandemic.

Ascha Champie (Booth 256): Greetings and I hope you are all well! I've never missed a Fair in 44 years. But being a senior, I am concerned about this year and COVID-19. The age range of our booth is me being the youngest at 63 and the oldest at 79 years old. I just feel that the Fair doesn't have the infrastructure to have a safe and sanitary Fair 2020. Too many people in general. Too many older people and lack of proper sanitation are just a couple of the problems that could put the Fair and its participants in jeopardy. All other events through July that I've been involved with have either postponed or cancelled. I'm sure you'll make the right decision. And if you decide to go through with the Fair, I'll have to make a decision as to whether it's safe for me to participate this year. My best to you all and much love!

Richie Weinman (Rep, Booth 596): Community and safety first. Planning for the July OCF must be put on hold and this year's Fair must be cancelled. I doubt that postponement is practical, but is possible for the fall. The Olympics, Wimbledon and other major events have been cancelled. The Democratic Convention is postponed and may be cancelled as an in-person event. For the OCF to do otherwise is fraught with peril and puts people's lives at risk. This will not likely be over in July.

Michele Chmielewski: I feel we are looking at a one-time issue with COVID and the Board should highly consider cancelling the Fair this year.

Carol at Hat People (Booth 238): Thank you for including us. This may be sort of a burning question for many people. So much is so uncertain right now, but I have to ask it: By what date does the OCF Board have to decide if the Fair will go on this year, as usual or if you need to cancel due to Coronavirus situation? Thank you!!!

Amy Hand: I would like to see the Board make a decision at the April 6 meeting to officially cancel the 2020 OCF. We owe it to our volunteers to give them advanced information. (Speaking for myself and not the OCF Recycling Crew Coordinating Team)

Two items that I am looking for, and haven't found: (1) The Committees Best Practices Manual that was said could be found on the oregoncountryfair.net site hasn't been uploaded yet. (2) The Bylaws and Elections Recommendations also are not posted. With both reports missing for membership to review, these motions should not be voted on at this time.

The motion about OCF Site Vehicles and Safety (which is not fleshed out for member input): Please involve site mechanics and crews working with site vehicles to this conversation. I feel like this motion could just be a directive for the site manager to assess the situation and make recommendations to the ED about ways to improve. Not a blanket policy decision and in my opinion, this should be in the hands of staff, not the Board.

Voting Age: Volunteers who receive their pass and work through Teen Crew should be eligible to vote in the Board Elections. This encourages youth involvement, in accordance with the Vision Quest Goals; Article V: "to attract and include more youth and elders."

Thank you and I hope you are all as well as can be and staying sane.

John (Glass O'Rama, Booth 350): Interested in hearing what others think about moving on with plans for the Fair. With other major July and even August events already being cancelled around the country and world, it would seem the prudent move to postpone or cancel.

Jacob Swearingen: In the event COVID-19 remains a stubborn threat and we must cancel our much-loved Fair in 2020, we might consider the possibility of a couple of small concerts, live-streamed from Main Stage and perhaps acts from stages like Shady Grove or Stage Left. The undertaking would involve less set-up at Main Stage than typical, the "look" of Fair would be important. The event on site would be strictly limited, only healthy musicians and support staff. This "gift" would be a way for Fair family to feel connected during difficult times. I also have ideas for audience participation. Thanks for reflecting on this contingency.

Paul Manuel: As a food booth, our number one priority is public safety. That being said, I want to see this OCF happen in 2020. It is possible they say, that things will open back up in May, perhaps we should proceed on with plans for 2020 and if by the end of May it hasn't then we stop. The grounds have to be maintained and cleared regardless, as it has the past 50 years. For 40 of those years I have trusted the decisions. I may not always agree, but will honor those decisions. Thanks for what you do. With Love and Respect.

David Hoffman: Methinks on Monday night, our BoD will rightly postpone. No choice.

Methinks too late now for July Fair. We are already way behind. We are now April - May - June in Pre-Pre-Pre-Fair. Yet on huge infrastructure, Veggy, OnSite planning, Red Tag ... zilch done. If we were an earlier Fair (arrive Thursday, leave Sunday) or later with a week or two of set-up, then could be if clear. Hopefully, we can have a Fair in August. Isn't there "precedence" for August and September? Perhaps we can still have our Picnic in August. "Psycho-Spiritual Rejuvenation" indeed! HAPPY HUMUS!

Indigo read input from Jon Silvermoon regarding a future motion about closed sessions, which will be included in the member input at the time at which it is discussed.

Jon Pincus (Elder): I fully support the decision the Board has made regarding the postponement of the Fair. However, I am very disappointed in the manner that you did so.

1. The postponement of the Fair is not a confidential topic like personnel issues or litigation. It's probably one of the most member-interested decisions you will ever make. The time between your executive session and the public Board meeting was short enough that the formal decision could have and should have taken place at the public Board meeting with plenty of notice on the .net site as to the proposed motion.

2. We all know enough about Zoom and GoToMeeting to know that on either platform for less than \$20 a month, you can hold large-scale interactive meetings online. The Fair demonstrated this via the recent Coordinators Meeting and recent committee meetings. There is no reason for the April 6 Board meeting to exclude real-time member input. That feature of the live Board meetings has been instrumental in arriving at win-win solutions that everyone can support. It also has been an important model of what a true membership organization and the direct democracy we intended to model at the inception of the Fair looks like.

Technologically, you could choose to continue the members' participatory role in the same manner as it has been accommodated in the in-person meeting. A movement away from meaningful membership participation in governance has been a primary characteristic of the Board leadership's actions of the last two years. Many members have been outraged by this trend and have attempted to communicate that to you.

The move to exclude real-time member participation at this Board meeting could be interpreted as the next step in that unfortunate trend. I have heard various reasons for the choice such as "the Board wasn't ready" or the facilitator felt it was too difficult. This primary issue of this meeting and the need to conduct it virtually was evident weeks ago. There was plenty of time to prepare for a regular interactive virtual Board meeting. If the facilitator feels it is too difficult, then appoint some additional people to help manage the meeting. For a large interactive online meeting, you need the meeting facilitator, a person to receive incoming recognition requests from the online participants via the chat-box, and a person to monitor participant's muting of their mikes. You have the human resources to do this.

The spreading pandemic is a good reason to postpone the Fair. Given the easy availability of the applicable technology, the pandemic cannot be a reason to abandon the democratic process at the Oregon Country Fair. Going forward I encourage you to reinstate that model at the next Board meeting. Thank you and stay safe.

Wally: It's not that the Fair has been postponed, that decision has not been made. Ticket sales have been postponed, as directed by the Executive Director, not the Board.

Aaron: With Dean having technical difficulties, thank you to Indigo for reading the member input.

Treasurer Report and Budget Items (video 1:17:22)

Hilary: What a month it has been! Three weeks ago, we were trying to determine what scenarios we might be facing, and with state orders, things have been changing rapidly. I want to give thanks to the Board and Staff who have been working really hard. I've been reviewing the budget with staff, and Crystalyn has been getting information on the CARES Act and resources available.

We have \$1.3 million in the bank and we have an uncertain future. The Board will be making motions tonight so that we can continue to save our funds and make careful financial decisions. Our prospects for the next couple of years have dramatically changed. We will continue to find ways to support our community, support employees, meet our responsibilities and go forward.

Next month, the intent is to have a much better plan for going forward. Right now we are working on our application for the CARES Act Payroll Protection Program, which is a forgivable loan for two months' worth of payroll, benefits and utilities.

Paxton moved and Palmer seconded the Oregon Country Fair Board of Directors so moves to authorize the Executive Director, Wally Bomgaars, and/or Operations Manager, Crystalyn Frank, to represent the OCF in obtaining and signing for a loan under the Payroll Protection Program of the SBA, in accordance with the terms laid out by the 2020 CARES Act. (video 1:20:55)

Hilary: We submit receipts showing we have not laid off over a quarter of our employees, in order for the loan to be forgiven so it becomes like a grant. We are hoping the loan will give us upward of \$100,000.

Aaron: Her understanding is the loan is for eight weeks of salary, and asked for clarification of the dates this loan applies to.

Crystalyn: The eight weeks starts when the loan is received.

Hilary: We are also looking into other resources, but this loan will help us as Staff is busy right now.

Lisa C.: I fully support this motion. It's a great idea for this organization, to support us.

Paxton: The timeline will be laid out in the terms of the CARES Act; that is why it's not specified in the motion.

Paxton and Palmer agreed to amend the motion to state Crystalyn Autuchovich.

As amended, Paxton moved and Palmer seconded the Oregon Country Fair Board of Directors so moves to authorize the Executive Director, Wally Bomgaars, and/or Operations Manager, Crystalyn Autuchovich, to represent the OCF in obtaining and signing for a loan under the Payroll Protection Program of the SBA, in accordance with the terms laid out by the 2020 CARES Act. (video 1:24:58)

Peaches: I fully support this and give thanks to Crystalyn for looking into this. Thanks also to Hilary and Lynda, who are working overtime to deal with these moving parts to protect our organization. I appreciate their leadership during this.

Spirit gave a thumbs-up.

Motion passed: 10-0.

Lynda said as a Budget Committee housekeeping note, there was an error in what was approved for the Xavanadu Movement operating budget. Mistakenly, the spreadsheet was not updated properly. We need to adjust supplies and services by \$1,700, bringing it to

a total of \$32,600. We also need to increase their food vouchers by 187 for a budget increase of \$561.

Lily moved and Sue seconded to increase the Xavanadu Movement supplies and services budget by \$1,700, and food voucher budget by \$561. (video 1:31:06)

Aaron: Why does this need to be done now when we are asking to suspend budget spending?

Lily: At some point things will be normal again, and this is what the Budget Committee recommended. I'm just asking if we can take care of this housekeeping item.

Peaches: I just want to clarify this is just a housekeeping issue to reconcile the budget numbers.

Lynda: Yes, it's just a request to update the budget information for when it does become approved to be spent.

Aaron asked if the wording could change, as this might not be the budget when the time comes when we can have a Fair. Can we word the motion so that it does not imply we are guaranteed this amount for next time we have money to spend?

Lynda: Xavanadu Movement should be treated as every other crew as if this error never happened, and not be subject to a different standard because of the current world changes.

George: At this point, I don't understand the purpose of this. When the time comes to re-budget for the next Fair, it will be starting from scratch.

Lynda: I don't see this as starting from scratch, and would hope the work of the Budget Committee is taken into consideration. We should not completely disregard the work we have done for the past 50 years. There will be motions to change our current budget, and I am looking long-term. If the Board does not want to vote on this today, it will be brought back again. If the Board is going to ask the Budget Committee to start over with everybody at zero, then we can disregard this.

Palmer: I have no intention to ask the Budget Committee to start from scratch, but right now might not be the time to do it. Having been on the Budget Committee, I honor and respect those who can still do it.

Kimmo: Can you explain what is Xavanadu Movement?

Lynda: It is Shawn Kahl's crew. They have the Flow Zone and more.

Aaron: Can we just make a note in the minutes that we recognize there was a typographical error in the budget submitted for Xavanadu Movement to the Board, and just leave it at that?

Lynda: I did not mean for this to turn into a big discussion, and was just trying to do a housekeeping need. If the Board is OK with going with this approach, then it is viable.

Hilary: Xavanadu Movement also includes the Dance Pavilion. The Budget Committee agreed they needed more staffing to support the program and entertainment crews. There was a glitch in the spreadsheet for the information the Board received. If the Board does not want to vote tonight, we can put an asterisk on it.

George: We are looking at an absolutely uncertain future. The reality is that when it comes to review the budgets again, it will be on a completely different landscape. This seems out of place to vote on this right now.

Lisa C.: If it's only making the books right, then that is OK. Can we wait until the May meeting?

Lisa P.: I do not see the harm in fixing this error and getting it done. We can bring it back in May.

Motion passed: 6-3-1; George, Sandra and Aaron opposed; Spirit abstained.

Old Business (*video 1:47:34*)

Sue moved and Paxton seconded to approve the March 2, 2020, Board meeting minutes.

Motion passed: 10-0.

Jack moved and Lily seconded the following: (*video 1:51:54*)

Due to the COVID-19 pandemic, we find ourselves just like many other nonprofit organizations facing a lot of uncertainties. This includes our finances. Our current financial situation has us looking at the long-term future of our event. While OCF has potential fiscal vulnerabilities, there are strategies that can help ensure that we can protect our event, people, and land. The intent of these motions is to get OCF through this uncertain time; it is not an effort to change Fair priorities related to philanthropy, Culture Jam, the three-day event, long-term projects, staffing priorities, or other values that are reflected in our fiscal choices.

1. Move to suspend spending from Crew, Culture Jam, and Capital Project budgets unless special Board approval for specific items. Direct staff to eliminate non-essential spending immediately.

2. Move to suspend Board giving and Jill Heiman Vision Fund philanthropy giving until after the next Fair.

3. Move to remove overtime pay from the budgeted payroll.

4. Move to remove Board designations on funds on hand until after the next Fair, at which time designations shall be reassigned after assessing the situation at that time.

5. Direct staff and Treasurers to present proposed revised operating budgets at the May Board meeting: solicit input from Board members, Budget Committee, and others, in order to propose a scaled-back budget for operating budgets (AA, SFM, OM, and GM/ED) for the rest of the year. This includes proposing a revised staffing proposal.

6. Direct staff to investigate what aid is available to us to support our employees.

Motion passed: 10-0.

Sue moved and Peaches seconded to appoint Dave Wagenheim, Dan Mix and Caitlin Roberts to the Food Committee. (*video 1:57:46*)

Sue: These three people have been a huge help to the Food Committee. We have a lot of work going into this next year and want them on the committee so we can carry on.

Paxton: I know a couple of these people and they are good, hard workers for the Fair. They understand the history of our food booths and event, and want to support them.

Aaron: I totally support this and know the Food Committee works really hard. But does anyone know how many people are on that committee?

Sue: This will allow one committee member to retire, and we believe another will retire. So that will bring us to seven members.

Motion passed: 10-0.

Peaches moved and Lisa C. seconded to appoint Thom Barr and Wayne Overlin to the Peach Power Committee. (video 2:07:16)

Peaches: They have been participating and have a lot of knowledge and enthusiasm. They have different expertise areas and are helpful. It would make our committee a total of seven members.

Motion passed: 10-0.

Spirit read the following statement for the Board: (video 2:09:16)

The Board of Directors of the Oregon Country Fair has been pulling together to respond to the needs of the organization, the event, and the Fair family in these uncertain times. There is much to consider — many fine details and moving parts — in any decision that the Board makes. Each must be made with due care and be consistent both with our duty of stewardship to the organization and the health and well-being of our community. We appreciate your patience and trust as we navigate this unprecedented time in the history of the Fair, and of the world. The coronavirus has laid siege to the world and all of its inhabitants. Without adequate testing, treatment or cure, the only defense is to change personal behaviors, cease gathering, and physically distance ourselves.

In response to a public health order prohibiting mass gatherings, the Fair is postponing ticket sales, booth registration, contracting, and booking entertainers. **The office and Fair site are closed to all but essential activity.** Plans for Culture Jam are on hold.

Fair management in consultation with the Board have engaged attorneys, land use planners, financial professionals, and other expert consultants for advice and assistance. Their charge is to pursue whatever actions are necessary to ensure that we can put on the Fair we all love when the pandemic is controlled and the prohibition on mass gatherings has been lifted.

We are committed to keeping the Fair family informed in a timely way as the Fair leadership continues to navigate the legal, financial, and political processes that affect our Essential Event. We plan to prioritize communication with you moving forward and will release updates as frequently as we have new information to share with the Fair family.

We love you. We ARE you. Please take care of each other and be gentle with yourselves as we all move through this challenging situation together. With love, the Oregon Country Fair Board of Directors

More Member Input (video 2:12:40)

Indigo: I was listening to the meeting, and listening to the heart, seeing myself on Strawberry Lane and walking into Altered Space for the first time every year. I invite us all to take a breath together, to connect with our hearts, and remember we are all here for each other. It's all going to be OK, even when it is hard. Think about taking a breath, and coming back to our land again with all of our love, hope, dedication and possibilities of what can be done with all our efforts. Beyond this meeting and the money, we are a family and a community. We are stewards of a beautiful land, and all the creatures that live there.

Jon Silvermoon: Some comments and thoughts concerning COVID-19 pandemic and the Oregon Country Fair for consideration by the Fair family, our staff, and our Board of Directors:

1. Thank you Board for putting on hold planning, etc. for the 2020 Fair.
2. If uncertainty about the effect of cancellation on the Fair's non-conforming use is a question, consider postponing to September and planning within social distancing parameters in effect at that time even if it means holding a Fair with only 10 people. The reverification of our non-conforming use does not stipulate any minimum number of attendees/participants.
3. Maintaining the Fair community and supporting each other should be our number one priority. In particular, we should support efforts to aid crafters, entertainers, food booth folks, and others for whom the Fair is a significant source of income.
4. Now is the time for the Fair to have its own online presence, especially for sharing information and discussing issues. How do we do governance online in a manner that allows for meaningful member participation and Board deliberation?
5. We should prepare for the possibility that the COVID-19 pandemic and associated social distancing measures might also impact the 2021 Fair. Expenditures should be kept to the minimum necessary and a two-year contingency budget developed.
6. We should prepare options for how the Board elections and annual meeting will be conducted in the event social distancing is still necessary this fall.
7. Crafter eligibility questions will need to be addressed. If the Fair is not held this year, what happens to the jurying process? If a booth rep passes from COVID-19, what happens to the ability of their family as well as associated crafters to participate in future Fairs?
8. How severe an impact the COVID-19 will have on our Fair family is uncertain. We should think about how we can address and facilitate individual and collective grieving and healing.

Paula Strobel: I am hoping you will make the difficult but responsible decision to cancel the Fair this year. As a person whose art income comes almost exclusively from this Fair, I understand the financial hardship this presents to artists and entertainers, but I am unwilling to put my personal finances above the health and well-being of others. It takes many months, really the year, for me to make enough stock for the Fair. I think it would be much kinder to cancel the Fair now, giving us all time to figure out other ways to make money, than to wait till the last minute.

If you just must have some kind of Fair, be creative: Have a virtual Fair, have entertainers livestream performances, have a website for artists to sell on, or links to their websites. Otherwise, potentially exposing thousands of people to an unpredictable and often deadly virus seems unconscionable.

In the 40-plus years we have gone to the Fair, we have arrived healthy only to return with a cold or virus, or even food poisoning, despite our best efforts to follow sanitary practices. Also, Fair policy dictates that you must be there to sell your products, so you are forced to choose between sacrificing a year's work and the income it brings or going to the Fair sick, something I have done more than once. Remember it only takes one sick person to potentially infect thousands.

We as a world need healing, now more than ever. Putting our needs above others just doesn't seem appropriate at this time. Now is the time to reach out to the world to heal each other, to look within to heal ourselves, and perhaps give our Fair's land a year off to heal from years of intense use.

The magic of the Fair is truly wonderful, but we don't need the Fair to create magic. The magic is in each and every one of us. This year we have a unique opportunity to spread that magic out into the world beyond the Fair, let's embrace it! Thank you for considering my request.

Diane Albino: I totally support staff putting in an application for funds for small-businesses, the Paycheck Protection Program (PPP), available through the \$2.2 trillion coronavirus stimulus bill. While this is considered a loan, my understanding is that if the funds are used for paychecks, rent, and other costs of running the business over the next two months, that money will not have to be paid back.

A general comment about the current pandemic situation and the Fair: If the Fair is postponed/cancelled for this year, as seems wise at this point in time, when we are allowed to gather together again, perhaps the Teddy Bear picnic, I suggest that we have a Barter Fair at that time, which may help some of our crafters, as well as our other Fair family.

Thank you to our staff and Board for your consideration of these issues during these difficult times.

Greenman and May Queen: As you meet tonight to discuss the fate of this year's Fair in light of the unfathomable global pandemic crisis COVID-19, we offer our humble opinions as faithful attendees since 1996. *Cancel* And cancel now so that all of us who plan year round for this event can stop wondering and get on with this insane new normal. To delay a decision and/or re-schedule is irresponsible. Health and Safety. Too much is at stake. Thank you for your compassionate consideration.

Wren Davidson (Yerba Buena Family, Booth 959): Postpone the Fair until September, a Harvest fair, or not at all for this 2020 year, say my five boothmates. Too risky otherwise.

Sam Schwarz: Dearest Family, In light of our present reality, pondering the significance of global transition and considering our trajectory as a whole, may I introduce the notion that we return to our roots! Last year we celebrated the 50th Anniversary of what originally was a conduit for forward thinking, with philanthropic missions for educating the youth.

In the realm of the unknown, we are able to slow down and find center. Strength will be proven by our kindness and compassion in times of uncertainty, while we also take action under pressure. We have been subject to a crumbling system built upon the false securities of an economy blatantly designed to maximize corporate gains. Collectively, we are able to identify what changes are necessary and what is essential: clean air, clean water, food free from toxins, shelter, and the ability to provide for our families.

Over 15 years ago I was honored to participate in a Transition Training course. The training was primarily focused on the decentralization of monetary control, resource dependencies, food and energy production, as well as big government. The structure of the OCF is already savvy to such function. I am sure other members of Fair family hold key resources and important tools that could be shared in a collaborative effort, to assist our youth and future generations, as we all navigate a rapidly changing existence.

If we are faced with closing OCF this year because of pandemic-related public safety issues, we could in turn seize this as an opportunity to gather, educate and re-center our

core, while training transition time and future community leaders for the expanded strengthening of our global society. Food for thought.

Facilitator Sam noted we will continue to work on getting real-time member input at future remote Board meetings.

Spirit gave kudos to Sam for facilitating, and thanked those who worked to make the first official online Board meeting a success.

President's Peace (*video 2:27:28*)

Jack: Thank you everyone. This is one of the most difficult things to say, but we need to understand how precious this time is because sometimes we seem to forget. For our loved ones, this Earth, and the animals — please be safe and carry on with life with as much love as you can. Less is definitely more. Myself and my family will be making other plans for this June. Hold on to those who are close to you. Thank you.

Draft Agenda for the May 4, 2020, Board Meeting Remote Online Meeting

Approve April 6 Board meeting minutes

Closed session recording and minutes — Aaron

Safety requirements for OCF vehicles — George

Restructuring Board giving and philanthropy — Lily

Canvas the membership regarding voting age — Aaron

Approve and implement the Committee Best Practices Manual as presented by the Committee Best Practices Work Group. Work Group to follow up and assess progress in six months and yearly thereafter — Peaches

Expand Committee Reports segment of Board of Directors monthly meetings to include "Committee Reports, Requests and Recommendations" during which time dialogue may occur between committees and the Board — Peaches

Deadline for new business agenda items — Spirit

Recommendations of Bylaws and Elections Committees — Paxton

Membership and Board dialogue

Additional Member Input Received After the Meeting

Steven Berkson: Why wouldn't voice votes be more efficient and simpler? Sandra said, "I don't have the email address. ..." She could have said yea or nay.

Fiora (Booth Rep and White Bird): Hi Wonderfuls, I just want you to ALL know that Fair is the REASON that my family moved to Eugene.

I knew that when the worldwide changes actually came to pass — when the disasters we are now seeing, but were predicted by Starhawk in "The Fifth Sacred Thing" 30 years ago, actually started to become worldwide — that the community that could make FAIR happen for so long, was the community I wanted to be part of, live in, and be HERE for.

So, thank you all for being us. We CAN get through this intact! I hope that our membership can find a way that we can access our land, though, because we need it. We need to see the flowers now, and we will need to wander the paths through this. Certainly not all of us at once, but hopefully we can find a way to lovingly linger in a safe way. Love you all!

Sharon (Dusty Rose Designs, Booth 55): I would like to know if it is possible to postpone the 2020 Fair until later in the year. Thanks so much!

Sebastian Mekkadath: We should not risk the lives of the Fair family. We do not want to risk the lives of our crew or the general public. I believe we should cancel the 2020 Fair for the sake of the crew and general public.

Daniel Skinner: Please postpone Fair rather than cancelling, thank you.

Kate White Horse (The Tenth Muse): Please make a statement about the decision. Whether you chose careful fiscal actions, or cancelled the event, or delayed it?????

Don St.Clair (Fair family since oh god who knows? Does the '82 Field Trip count? First actual camping pass/working 1998): I move that Palmer Parker be required to dye his beard for Board meetings. Color up to him. Can I get an "Amen"? We are watching, thank you for the transparency!

Steven Berkson: It is hard to imagine that the issue of postponing with an option to cancel the Fair safely is that hard to get. Has anyone actually approached the highest authority in the county or state, including the Governor if necessary and simply said, "In light of the global pandemic crisis, the Oregon Country Fair would like to be able to postpone and/or cancel its event without jeopardizing our non-conforming use permit. Please provide this exemption in order to protect the lives not only of the Fair participants, but also all the citizens of Oregon and the United States." What authority would say no?

Robin Lomont, Phun Crew, 10-2: Dear OCF, I have been a member of External Security for almost 20 years. Celebrating OCF's 50th year in 2019 was exhilarating and showed everyone who attended the steadfast commitment of the OCF family to uphold our mission.

In the spirit of that mission, and the insidious creep and spread of COVID-19, I really believe that the health and well-being of our Fair family and friends should take precedence over all other considerations.

Therefore, I respectfully submit that the 2020 Oregon Country Fair should be postponed until July 2021.

Thank you for all you do, and for not letting the disappointment of an OCF postponement for a year override our collective better judgement. Much love and buckets of virtual hugs.