

Board of Directors Meeting
May 3, 2021, 7 pm
Zoom remote online and live streamed on YouTube
YouTube recording link:

<https://www.youtube.com/watch?v=Em8jsT4itUA&feature=youtu.be>

(subject to approval by the Board at the June 7, 2021 meeting)

Board Directors present: Anthony “AJ” Jackson (VP of Membership Engagement and Services), Colleen Bauman (President), Cynthia “Peaches” Peachey, Lily Harmon-Gross, (First VP, alternate), Lisa Cooley, Palmer Parker (alternate), Paxton Hoag, Sam Rutledge, Sandra Bauer, Spirit Leatherwood and Sue Theolass. **Other Board Officers present:** Heidi Doscher (Membership Secretary), Kimberly “Kimmo” Howard (Recording Secretary), Hilary Anthony and Lynda Gingerich (Co-Treasurers). **Staff present:** Crystalyn Frank, Liz Field, and Shane Harvey. **Board Directors and Officers absent:** George Braddock and Lisa Parker (VP of Bylaw and Policy Compliance). Palmer voted in George’s absence.

Announcements (*YouTube video 25:31*)

Lily: Last month we made the difficult decision to stop planning our in-person event and focus on the Virtual Fair. We did this to prioritize the health and safety of our volunteers, the membership, and the wider communities of Veneta and Lane County.

This year, which everyone has described as unprecedented, has had massive effects on the festival industry. But we know that we — this organization, this membership, and this event — will come together again.

The heart and soul of the Oregon Country Fair is the love we have for each other. We create incredible experiences when we gather together on our land. These two years without an in-person gathering mean different things to each of us. I cannot speak for us all. I am sure the decision not to host our traditional event made some of us very sad. Some of us may feel relief in not having to decide between participating in an event we all love and staying physically distant to prevent the spread of the pandemic.

But I invite you to still celebrate during the second weekend of July. Please join us for the Virtual Fair. There is a team of talented and dedicated folks working on creating an online participatory experience that will knock your socks off.

Do something special with your Fair people also — create Fair magic in your homes. Call a friend and relive a Fair adventure. Try to re-create your favorite Fair meal in your own kitchen. Dress in your "Saturday finest" costume, tune into KOCF, and dance like you're in the Main Stage Meadow.

What a celebration it will be when we do gather again on our land. The magic may have been born there, but it lives in our hearts and we have access to it every day.

Stay safe, stay vibrant, and stay engaged. We love you.

AJ announced the email address for Fair youth to send feedback on their vision of what OCF has been and what they want it to be: youthvision2021@oregoncountryfair.org. Spread the

word and encourage youth 20 years and younger to send feedback. Please tell us what the Fair can do for you, and the feedback will be shared in the coming months.

Lily said notes from the April Board Work Assembly on the winery property are available on the oregoncountryfair.net site, under Board of Directors, then Board Work Assemblies.

Crystalyn announced volunteers are needed for Virtual Fair underwriting. Please email her to ask about coordinating our underwriting activities.

Spirit said the life celebration for Jim "Loadstone" Lauderdale will be held Sunday, May 23, 2021, at 1 pm at Armitage Park (90064 Coburg Road in Eugene). It will be a barbecue and potluck in the day use area, with a comedic show at 3 pm. Please bring your own lawn chair.

Colleen announced Kathryn Weit, wife of George Braddock, passed away. Kathryn was a dedicated and effective advocate and chief lobbyist for the developmental disability community. She was versatile. She could work with the governor and legislators and translate complicated information to people who were doing advocacy, so together they could accomplish their goals. Kathryn taught high school in Washington D.C., and Jefferson High School in Portland.

Kathryn was also an advocate for the Fairview Trust, a symbol of hope and a commitment to never institutionalize those with intellectual and developmental disabilities. Kathryn was tireless, always accessible, smart, and had a sense of humor. She helped parents understand that they must blaze the path for their children to set a course for their lifetimes. She had a way of helping parents feel capable and confident.

Kathryn will be missed by Fair family, and by so many all over Oregon. Our sincere condolences to George and family.

Minutes Review (*YouTube video 33:30*)

Colleen asked if there were any objections to approving the April 5, 2021, Board meeting minutes. There were no objections, so approved by the Board.

Agenda Review, Amend, Approve (*YouTube video 34:08*)

Colleen asked if there were any objections to approving the agenda. There were no objections, so approved by the Board.

Member Comments (*YouTube video 36:15*)

Heather said it is extremely unfair to give members only one chance to speak for 90 seconds. A motion is progressing on OCF selling alcohol, without giving members adequate time to learn about it. It is an absolute travesty that with 500 acres of land, there is no focus to

have drive-in concerts for 2021. We should not go into alcohol sales, when we could be doing something that we know how to do.

David mentioned the current Lane County Elections Ballot has an item for supporting 4-H and OSU Extension Programs, which includes educational programs on food preservation and emergency preparedness. Support of this would cost a mere \$5.60 per household, and OCF has donated previously to this. David requested OCF continue to support of these programs and create an online website link to the information.

Jon P. agreed with Heather and said a change to member input is in complete opposition to the very internal intrinsic nature of this organization. Board members that cannot handle working with member input on individual topics should reconsider whether should be on the Board.

In regard to selling alcohol, Jon P. said he was one of the people sent to quell the disturbances the last time we tried that, and he cannot believe that we are thinking of trying it again.

Jon Steinhart said we need to have an honest conversation for the Fair about the Diversity Committee. The mission of the original task force was to develop a long-range plan with measurable objectives to address the issues of racism, classism, and other forms of real or perceived discrimination. Jon said the committee has lost its way in making progress toward the mission and is not aligned with the best interest of the Fair. He asked the Board to reform the committee and get new members who are qualified and pause consulting spending until the committee gets back on track.

Steve agreed with Heather and said drive-in concerts are successful. We should be focused on what we know how to do, and what people are hungering for in this pandemic.

In regard to the Diversity Committee, Steve said we are supposed to be about free speech and freedom of expression. We hold common values in fighting race and social inequality issues, and criminal justice reform. We should be building a coalition of these things we have in common. Instead, in order to be present, what is acceptable to think, to say, and to do is becoming narrower. Steve thinks this is doomed to fail and will cause us to die as a group.

Shannon does not agree with 90 seconds for member input and does not agree with the sale of alcohol. We worked really hard to become drug-free and alcohol-free event, and Shannon is proud of it. Alcohol gives a bad sense, people will not keep it closed on site, and what if OCF branded alcohol becomes part of a liability issue because of someone's death. Shannon does not feel supported and represented by most of the current Board members.

Spirit said it is important to support what members have expressed at this meeting, specifically to the idea of drive-in concerts. When the management team presented it in the past, we did not have a lot of successful models to look at. Now we are aware of successful and sold-out drive-in events which can be beneficial fundraisers. It meets our mission in psycho spiritual

rejuvenation and supporting artistry in music. Spirit would love to hear from other Board members if music is something they would like to hear and encourages email correspondence: ocfspirit@gmail.com.

Sam supports limiting member input in Board meetings because the purpose of the meeting is for the business of the Board of Directors. When we do not limit member input it has taken the meetings hours into the late night, and often has little value. Members may hold membership meetings and discussions about what is germane to the Board and are encouraged to send letters to the Board.

AJ deeply respects efforts of the Diversity Committee members but feels there has been a breakdown in communication. He believes it is fixable and does not believe in denigrating the work they have done. AJ encouraged Jon Steinhart and others to join the Diversity Committee meetings and help be part of the solution, instead of coming to Board meetings to complain.

Staff Report (*YouTube video 50:40*)

Interim Executive Director Report from Liz: During April, the announcement for the Executive Director recruitment was advertised per plan. Thanks to efforts by the search committee and others to help get out the word, applications have been coming in. The application period closes a week from today. Please continue to support outreach efforts. Details about the job are on the OCF websites.

Planning and development continue for Fair in the Clouds: A Virtual Event. Entertainment applications are under consideration. To help generate revenue, underwriting packages will be offered for the first time for this event. We are seeking additional event volunteers, particularly web developers, system administrators, graphics artists, and artwork contributors. Please sign up on the .net site or speak with Crystalyn. This promises to be a fabulous event, thanks to the expertise and efforts of volunteers and staff.

In order to develop plans for the Fall Harvest Celebration as a fundraiser, the Management Team has submitted a motion regarding the sale of OCF-labeled bottled wine or alcohol. This motion will be discussed in Old Business today and, if approved, will be followed in June with a proposal for Board approval, which details the initiative including anticipated net revenue from sales.

The third Operations Open House for members was held on April 21. Participants agreed that these are worthwhile. The date for the next open house is TBD and will be circulated in advance. A recurring meeting schedule will be established for these sessions. Please join us.

Robin will be discussing the proposal for Culture Jam 2021. She, in close consultation with partners, has given considerable thought to how to adapt this important program to the realities of 2021.

Welcome to new Recycling Crew Coordinators Taylor Shultz and Thom Barr. Both held coordinator-type roles during the 2019 event — and we appreciate their stepping into these new roles.

The fields are yellow and purple with wildflowers. That and the wonderful weather brought an influx of visitors to the site. We will continue to monitor the situation and are in the process of posting signs and online notices to remind visitors of protocols, in accordance with CDC and OHA Covid guidelines. If you visit the site, please wear masks and physical distance from all who are not within your Covid-safe group.

Fire danger is an increasing concern, requiring related precautions. Please limit smoking to the gravel parking areas.

There have been cougar sightings, and visitors are reminded to keep dogs on leash and avoid going solo in remote areas of the site.

Work parties have been ramping up and several are scheduled for the weeks ahead. Please visit the .net site to register. Special thanks to the beaver crew, camping crew, and Archaeology for participation in recent work parties.

Oregon Senate Bill 405, relating to non-conforming land use, has passed in the Oregon Senate, and now moves to the Oregon House, where it awaits a vote before it goes to the Governor for signature. Thanks again to those involved in this effort.

Discussions continue regarding the use of site and facilities, including the winery property, and options for revenue generation from rentals and other use. Further work is needed and anticipated on this front in the weeks ahead.

Culture Jam 2021 Proposal from Robin: We propose offering a one-day Culture Jam 2021 program this summer, with online and in-person elements. The program would bring together the youth and staff who participated in Culture Jam 2019 to help maintain this important community and create a day of fun, belonging, and hope.

It has been a challenging year for OCF's Culture Jam (CJ) community. The 55 young people, ages 14 to 18, who attended our last full eight-day camp in 2019 were left in 2020 without their "home-away-from-home." After 18 years of momentum, the predictable patterns of camp disappeared.

Community building is key to the CJ model, and CJ youth have ended up valuing this the most — and identifying Culture Jam as a lifeline. Because of this and considering the particularly difficult times teenagers have been facing during the pandemic, we feel it is critical to be present and provide continuity for them this summer. Further, we believe that CJ reflects positively on the Fair as an innovative program that fosters community, the arts, and social justice. Every year, youth leave our program energized and empowered, and the involved adults take the transformative CJ approach with them into their work with other young people.

This proposal has been prepared after much deliberation and research. We have had discussions with local community services, professional youth workers, and partner organizations that utilize the same camp model in Jamaica, Great Britain, Canada, and the Whidbey Institute in Washington State. Also, in creating this proposal, the challenges OCF is facing financially have not been taken lightly. We are keenly aware of keeping costs down and staff time to a minimum.

Culture Jam 2020: Once the pandemic hit in the spring of 2020 and it became clear that there would be no onsite event for Culture Jam, OCF and CJ staff came together to brainstorm innovative programming for 2020. What came out of this was a successful online presence for

the 2019 youth and staff community: two Zoom Community Gatherings bookended eight, 90-minute online workshops — one a week for eight weeks throughout the 2020 summer. For the young people who attended (an estimated 33 in total), along with 13 paid and nine volunteer staff, our presence meant the world to them.

Proposed Plans for Culture Jam 2021 / The One-Day Program: This year, with Covid restrictions opening up a bit and young people needing time outside, we propose a full-day workshop and play-rich, Covid-safe, Culture Jam-style day at Petersen Barn, a City of Eugene Recreation Community Center. The City Rec folks at Petersen Barn (and River House) have been our dedicated, 17-year partners, providing us with scholarships, outreach support to diverse populations, kayaks and paddle boards, and staff. For this project, they have offered the use of their Petersen Barn facility and surrounding park, free of charge.

We will add to this: Culture Jam workshops and connection, an innovative livestream, online component for the members of the community who cannot attend in person, in Eugene. This programming will extend throughout the day and allow the young people at Petersen Barn and at home an opportunity to interact and enjoy time together.

The workshops will draw from traditional Culture Jam learning areas: creative arts, inner work and self-care, nature education, learning from difference, and leadership/social activism. Each participant will join two workshops and will have two options for each of these sessions.

Producing truncated versions of the traditional eight-day Culture Jam model is not new for the Program Director. The model is adaptable. She has produced eight one-day Culture Jams, two five-day events, and a three-day sleep-over version of the program in 2015.

Covid Health Safety / Our City of Eugene Recreation Services Partners: For this program, we will work closely with our partners at Petersen Barn to help ensure that activities are Covid-safe. This includes meals, workshops, and indoor/outdoor group sessions.

Art Boxes: Several dedicated staff members have expressed interest in assembling a gift for the youth: Art Boxes filled with art supplies. Culture Jam believes in the power of creativity to help us manage even the hardest of challenges. A take-home gift prepared by staff sends a powerful and positive message, provides an ongoing reminder of their CJ community, and offers supplies to foster ongoing creativity.

Event Promotion: In addition to the Program Director's ongoing encouragement, we will draw on the enthusiasm of a group of youth we call our "CJ Ambassadors" to promote the 2021 program to our 2019 youth and staff. The CJ Ambassador group is comprised of five youth, ages 16 to 20, who attended camp in 2019 (many of them for consecutive prior years). We created this group last summer to help us promote our CJ online workshops, and they were successful in creating excitement and building attendance — and even created what is still an active and mutually supportive Instagram page for CJ youth. We believe that they will be able to offer similar gusto this year, to get their peers excited and motivated to sign up for the program.

Proposed Budget: The proposed budget for this program is \$2,675 in direct costs. In addition to this, the project would entail an estimated 80 hours of the Program Director's time. Also not reflected in this budget are an anticipated 436 hours of volunteer staff time plus in-kind donations that include: use of Petersen Barn (\$425/day) and donated art supplies (\$200). To

date, \$750 in restricted gifts have been donated to Culture Jam 2021, and we are hopeful that we will attract additional funding, particularly for the Art Boxes.

Discussion of the Proposal:

Robin encouraged anyone that wants to support Culture Jam to go online to oregoncountryfair.org and click the donate button.

Chisa has been with Culture Jam staff for 19 years after attending LCC as a Japanese exchange student. One of the biggest reasons she returns year after year from Japan is because of her experiences spending time with young people, many who come from unstable homes. Culture Jam is a homecoming and new year for them to truly celebrate who they are. When the pandemic hit, it was imperative for us to create an online platform. In Chisa's commitment to coming back to this community and showing up for the young people year after year, she encouraged the Board to do the same and support the proposal.

Jeff G. has been a youth coordinator and teacher for homeless and immigrant education and wanted to speak specifically to the youth's need for stability in the community during the uncertainty of the pandemic. Culture Jam is a touchstone moment for kids from diverse backgrounds and helps to keep them going and looking forward to each year. Even one day for them will make a world of difference.

Lucy said Culture Jam is an intentional multi-generational and multi-cultural event for staff and youth. It sits at the heart of who we are as an organization and deserves our full support. After reviewing the budget, she feels nickel-and-diming this is appalling after the thousands of dollars spent on the ED search.

Merrill helped coordinate Culture Jam in the past and helps to support a youth who came from the foster care system. Having attended in 2019, this youth feels Culture Jam and OCF are the only places they belong. This is also where they have learned the value of being a volunteer and part of a team. Merrill encouraged the Board to support the proposal.

Kenya has been with Culture Jam for 10 years and described the demographic as kids of color who might not think about camping. This exposes the kids to a lot of things they have not had access to, including mentorship and development skills. As a CJ therapist on staff who has been asked about her own self-care, Kenya said that when she gives to others, she gets the same in return. She hopes the Board will fund this to provide stability and a reset for both the youth and CJ staff.

Palmer thanked Robin and Culture Jam, and said he misses helping out in person.

Peaches also gave a huge thanks and said she wholeheartedly supports this. It is one of the best things the Fair does with its time and energy and is on point with our mission.

Paxton thanked Robin, and noted his late partner Lois had four grandkids participate in Culture Jam. It changed all of their lives for the better. The budget is reasonable, so Paxton supports making a motion for the proposal.

Spirit has seen first-hand how Culture Jam is transformative for all who attend, and had a daughter participate. Her daughter felt safe and was able to share from the heart in creative and humorous ways and carries that childhood memory with her for the rest of her life. Spirit is grateful, supportive, and feels it is in line with our mission.

Sue said she is lucky to know kids who have attended Culture Jam. They speak of it fondly from their heart as to what a gift it was and how it changed their lives for the better. Sue is glad we will be able to do something this year and encouraged the Board's support.

Lily moved and Spirit seconded to approve the Culture Jam 2021 Proposal with a spending budget of \$2,675.

Motion passed: 10-0.

Treasurer Report and Budget Items (YouTube video 1:26:50)

Hilary said she is starting the prep work for Jones & Roth to finish our 2020 financial statements.

Liz and Hilary have been reviewing federal relief aid programs and how they will affect the 2021 budget. When the last budget of \$400,000 passed, there were a lot of cutbacks to staff such as no pension contribution, a different health plan, and hours and wages. The federal government has made a huge effort for organizations like ours, and we anticipate around \$265,000 to help with payroll costs. It will make a difference to us and allow us to get our staffing back up so they can actually take paid time off and catch back up on essential job functions that have been delayed. More information will be coming, and Hilary hopes the Board will support readjusting the payroll budget.

Lynda said the Budget and Fixed Assets Committees will be working together for planning the 2022 Fair. We will be assessing the capital projects and work that is needed.

Lily moved and Paxton seconded to approve a payroll adjustment of \$2,000.

Hilary said this is the Interim Director and new position line item for the Executive Director position for the entire year.

Motion passed: 10-0.

Committee and Working Group Reports (YouTube video 1:39:52)

Committees and work groups are asked to email their minutes or reports to the Fair staff 10 days prior to the Board meetings for inclusion in Board packets and posting on the oregoncountryfair.net site.

Brief summaries are requested when a committee or work group wants to make a verbal report at Board meetings.

Fixed Assets Committee:

AJ moved and Spirit seconded to appoint Fixed Assets Committee members Christina Bauske, Craig Smith, and Kevin Levy, and liaisons Alexis Maddock from the Management Team and Dennis Todd from the LUMP Committee.

Grumpy questioned what the difference was between a committee member and liaison.

Craig said he was excited about being on this committee and sees it as vital in this uncertain time. We have great assets, and we need to manage them to ensure they maintain their value. We can get returns on our property investments and equipment, and Craig is happy to help with this work.

Christina said one of the primary reasons she wants to be on the committee is that she has respect for the land the Fair owns. She has skills in nonprofit management, risk assessment, property management, and auditing.

Sandra spoke to Grumpy and said the committee is following a model that other committees use where the liaisons can cross-share information back and forth. Regarding functionality and participating in discussions, the committee members and liaisons would not have much difference except for voting rights. Subcommittees will also provide a forum for others to give input and do the work.

Crystalyn said that Board liaisons have historically had committee voting rights.

Sandra clarified that she and AJ are the Board Liaisons to the Fixed Assets Committee and would have voting rights with the three members.

Mambo agreed that Board liaisons have historically had voting rights, but it has also proven to provide nepotism of thought and/or opinion.

Paxton supports a Fixed Assets committee in that we can look at our land wholistically; however, he disputes how the committee was formed. Most of the time we tend to get more membership participation, but this time it was intentionally decided to look for expertise in particular areas to tap into. Paxton supports the motion and is going to be paying close attention and hopes membership is listened to.

Spirit wanted to clarify that Board liaisons have not always been voting committee members and does not think it is necessary. She appreciates that there has been outreach to membership for specific expertise on this committee.

Colleen said the committee meetings will be open.

AJ said they have received a lot of member input and it is a top priority to hear new voices.

Sandra echoed Colleen and said the meetings will be open to anyone interested. There is a lot of work to do, and there will be many opportunities to participate and help. Once we start the committee meetings, information will be posted on the .net site.

Sam supports the motion and thinks it is needed. We have a lot of property and fixed assets that need to be taken care of. Sam cautioned incoming committee members and liaisons about balancing operational and governance roles, and to stay on the governance side. It might be tempting to try and micromanage staff because of the nature of the work. Sam looks forward to reviewing the committee's work.

Alexis said he is excited to join the work of the committee and participate.

Motion passed: 8-1-1; Palmer opposed, Sue abstained.

Bylaws Committee report: The Bylaws committee was asked by the OCF president to look at making a Bylaw change that would allow the Board to vote on personnel matters during a closed session.

The Bylaws committee has been working on a complete overview of the Bylaws, with the purpose of updating, clarifying, and simplifying them. Our preferred option (Option A) reflects this work. This is also the option preferred by the lawyer who reviewed this for us.

The lawyer was specifically asked if it was advisable to make personnel, legal, and real estate decisions in closed session, rather than in open session. Her response was, "Yes,

personnel and legal matters for sure. I wouldn't ordinarily include real estate matters in that list but given the sensitive nature of some of the Fair's real estate issues, I think it's a good idea to include them in this case."

Lisa Parker is the primary author of the changes in Option A, and the lawyer made a few small changes in the wording.

If the Board prefers a simpler change, we have included an Option B where the only change would be an addition to the fourth sentence in Article VIII, #9 — "No votes shall be taken at these meetings, except on personnel issues relating to the lead professional employee who reports to the Board."

The full document with option A and option B proposed changes is available on the .net site by clicking on Board of Directors, Board of Directors Working Documents, and Bylaws changes Article V and VIII.

Spirit asked the Bylaws Committee to review Article V Members, Section 6 Rights of Membership, subsection (b) relating to information members are entitled to receive that could pertain to the Bylaw change options provided from the committee.

KOCF report: KOCF supports Robin and Culture Jam. The recent bottle drive earned about \$500, and we are always working on programming. We need volunteers for all kinds of help, so get the word out to folks who have extra time on their hands and want to get involved

Diversity Committee report: The consultant survey is open until May 15 for people who have not had a chance to respond yet. If you did not get a link, please contact the committee for the link by emailing diversity@oregoncountryfair.org.

The Diversity Committee has been consulting with Lane East Asian Network (LEAN) and Asian American and Pacific Islander Fair family on how we can be most supportive during the horrendous surge in violence against Asian Americans and Pacific Islanders. We encourage Fair family to donate to LEAN to support their ongoing education and outreach efforts in Lane County. They can be reached via Venmo @OregonLEAN, or PayPal at OregonLEAN@gmail.com. Committee recommended new business agenda items include Approval of an Asian American and Pacific Islander solidarity statement, and a donation from the Board to LEAN.

On that note, we have new business agenda items:

1. Approval of Asian American and Pacific Islander Solidarity Statement.

The Diversity Committee is working with LEAN and Asian American and Pacific Islander Fair Family members on a draft statement. We hoped to have it ready tonight but it is going to take a little more work. It will be reviewed at the May Diversity Committee meeting and we will post it on the .net site after that for Fair family to review prior to Board approval.

2. Donation to Lane East Asian Network.

Once the statement is approved, the Diversity Committee recommends that as an actionable gesture of support that a donation be made to LEAN in an amount at the Board's discretion.

In conjunction with our discussions with the FairCARE group about revisions to the grievance process, we have also started conversations with CeDaR about how issues of race and marginalization will be addressed.

The committee continues work to include opportunities to address and discuss diversity, equity, and inclusion in the Virtual Fair. About 20 hours of content has been set and will be woven into the main virtual stream. We also are continuing our planning for a diversity census for the Fair.

The Diversity Committee meets regularly the fourth Monday of the month at 6 pm, and everybody is invited to attend. The meeting link is on the .net site.

Sam added the Diversity Committee agenda items as Board meeting New Business.

Peach Power report: Peach Power is meeting again. Check the .net site for more information as it becomes available.

Path Planning Committee report: Our mapping subcommittee said we have a new grid map for planning of the Fair to be added to the .net site.

There will be no meetings in June or July. We continue long-range planning with how our population has grown over the years. We discussed parking needs, transportation, and bus service needs.

LUMP report: Work is progressing on grey water funding options, carbon sequestration research and options, and education outreach.

We discussed the best ways to post and distribute Green Zone documents. Some may be in a separate section of the LUMP manual, some on the .net or .org sites, some through QM, info booths, and camp hosts, and as articles in the Fair Family News.

Dennis brought language he has written to update the LUMP manual in various areas, including soil zones and invasive insects. We discussed ways to increase what we know about Indigenous land practices.

The next LUMP meeting is Tuesday, June 15, at 6:30 pm.

Food Committee report: We are making plans for our next Food Town Hall that will feature one or two workshops selected by our Food Booth participants.

We are continuing our discussion about Diversity, Equity and Inclusion. We want people to feel/be welcome, safe, and respected in all aspects of our event. The discussion reflected on the Original Inhabitants of the Land, how to hold each other accountable in the DEI process, and the knowledge that as we learn and how we act in public has an impact on everyone.

Food Committee will send possible meeting dates to Craft Committee in order to schedule a discussion on Cultural Appropriation. Our meeting dates/links are available on the .net site.

Craft Committee report: We had a large conversation about crafter involvement in Virtual Fair; Booth Registration is ready to help us get crafters informed/involved in Virtual Fair and will have input on Artisan Directory improvements. The committee will encourage crafters to get listed on the interactive map with their contact info, photos, and possible video pieces along with more promotion of the 2D experience. We continued to discuss Booth Rep duties/responsibilities, possible change of Booth Rep "title" to reflect the position more accurately.

We will request a visible Artisan/Food/Entertainer heading on the .org page, many people do not realize this information is part of the Event heading so we think a different head will help support Artisan/Food/Entertainers.

We are interested in meeting with Food Committee to discuss Cultural Appropriation. Our meeting dates/links are available on the .net site.

Old Business (Zoom video 2:12:48)

Lily moved and Paxton seconded the following motion regarding bottled alcohol sales for fundraising purposes.

1. The Board approves, in principle, the sale of wine (or other alcohol), for fundraising purposes, at the autumn event and/or as Fair merchandise (with online purchasing, and bottle shipping); sales would be of bottles only, for off-site consumption.

2. The Board directs the Management Team (MT) to prepare a proposal to produce one or more OCF labeled Oregon wines (or other alcoholic beverage) and/or partner with a current winery to co-brand a wine that they make.

3. The Board instructs the MT to prepare an evaluation of the project (assuming it moves forward) following two years of operation, for submittal to the Board in October 2023.

The proposal should include a full cost estimate that includes:

- **The purchase of "shiners" (unlabeled wine produced by a winery)**
- **Legal/Licensing fees through Bureau of Alcohol, Tobacco and Firearms (OLCC is under BATF)**
- **Label: art, production and application to the bottles**
- **Shipping and distribution**
- **Storage plan**
- **Proposed cost per bottle and multi bottle or case discounts (priced as a fundraiser)**
- **Any other identified costs**
- **Schedule for the outlay of funds**
- **Estimated revenue. The MT will discuss this proposal with the OCF Treasurers and ED, and then get final approval from the Board prior to moving forward with the project.**

It should be noted that this motion does not in any way alter Oregon Country Fair's current policy on consumption of alcohol on Fair property.

David said the Elders and others who are vastly experienced have been talking about this. The issues and risks involved are very profound and should be included in committee notes. We should not be promoting alcohol, and for this to bypass our juried process we have with artisan booths seems unfair.

Steve said you have to look at how much staff time has already been spent in order to assess the total cost of the proposal.

Mambo expressed the high cost of investing in new vines, soil mitigation, and labor.

Colleen clarified this motion is about buying wine already bottled and putting a label on them.

Lily said this motion is not about operating a winery or use of the property to maintain the SUP. This is a fundraising opportunity to buy someone else's wine. We could partner with a winery or other alcohol producer where we put our name on their product. The event is drug and alcohol free, but the organization does not have that designation. If we are truly a drug and alcohol-free organization, it will require changes to our Bylaws.

AJ disagrees with the time and energy spent by staff into how we can sell alcohol and thinks we can be more creative. There is a lot of risk.

Paxton said this motion is to collect information about how viable it is to partner with a winery and research more about our options, so he supports it. Personally, he would love us to make our own peach wine.

Sam has concerns about selling wine for branding and other reasons but does believe it is in our best interest to obtain the information about cost, risks, and benefits. It is important to get facts and not opinions. Even if it is a great proposal that addresses the concerns raised, we might not want to move forward unless it is a "slam dunk" for us.

Peaches agreed that she would like to see what is possible and keep an open mind. It is an opportunity to partner with our local community and have a commemorative item to celebrate. A working winery might not be for us, but this could be creative, and we need more information about it.

Sandra said we do not need a motion, does not support it, and thinks this is an odd way to do research and present a proposal. This is far afield of our vision and goals as an organization. Sandra questioned the term "agree in principle" and said if we are to have careful and deliberate decisions then we need the information to make those decisions. She does not agree with the process in moving forward and does not believe a Board vote is needed to do the work.

Spirit said we have Fair family with experience in the wine business, and it is struggling right now with the wildfires last year and Covid. We know that wine shipping is expensive and has to be environmentally controlled. Spirit does not think the time spent on this will be worth it.

Lisa C. said she is confused by the SUP terms and wants to explore it more. She is concerned by the staff time needed for the proposal and believes it can be done by volunteers. We are getting away from our mission and our values. Lisa is concerned about the cost versus revenue, if it is worth the time, and does not support the motion.

Lily said we have an interim ED whose expertise and guidance are trying to raise us to the professional level of other nonprofit organizations. Our organization should be putting ourselves on display for our future Executive Director. Lily wants to be part of an organization that is responsive to staff, the ED, and the management team. We need to give due process to what is being asked of us by staff and have an official proposal. Regardless of whether we agree with alcohol sales or not, we should be responsive to our ED and staff when they ask for

approval in the next steps for our organization. When we have well-done proposals that staff has had time to prepare, then we can make good decisions.

Sam sees the current motion as specific to if we should spend time and energy to determine if alcohol sales is a good idea. A no vote would indicate no support of alcohol sales at all. Why would we want our staff to spend time researching any alcohol sales options if the Board does not agree to any alcohol sales? Voting on any other basis is disrespectful to our staff because they are posing a direct question to us, so they deserve a direct answer.

AJ does not feel it is disrespectful to staff to vote no when he does not feel it is the right thing to do. He cannot fathom why so much energy is being spent on this alcohol concept. This organization has many creative people, and it does not make sense to him.

Paxton said he did not think this work could be done by volunteers and should be done by staff.

Spirit said a vote in opposition is not being disrespectful. The motion states, "The Board approves, in principle, the sale of wine (or other alcohol), for fundraising purposes," and Spirit does not support this. Spirit said she does respect the time staff spends working and does not wanted to feel guilty into a yes vote.

Peaches thinks this may be lucrative and questions the idea this is against our mission and values. This motion does not shut down other creative ideas. Let us get more ideas on the table and see the details. Peaches supports an open mind and moving forward.

Lisa C. said her feelings were hurt when Sam suggested a no vote was disrespectful of staff and noted the verbiage at the beginning of the motion which states the Board approves alcohol sales in principle.

Sam said it was important to clarify that he did not say a no vote was disrespectful. He felt the motion was about giving a directive to staff and not about procedural nuances.

Peaches noted the SUP for the property has agriculture guidelines.

AJ said we have not used the SUP in three years. No matter if you think we should not sell alcohol or you think this is an incorrect procedural process, a no vote is not disrespectful. That logic sends a wrong message to staff about their efforts.

Motion failed: 6-4. AJ, Lisa C., Sandra, and Spirit opposed. Sue was not present for the vote, so Lily voted in her stead.

New Business (Zoom video 2:43:15)

Proposed Bylaws changes.
Diversity agenda items.

Meeting Evaluation (Zoom video 2:43:30)

Lisa C. thanked Robin and Culture Jam for the proposal presentation. It was inspiring and fun to watch.

AJ sent his love to George and was thinking of him.

Sam thought it was complicated to have member input at different times and try to follow the 90 second rule, feeling like the bad guy.

Paxton thanked Culture Jam and acknowledged George. While tonight's meeting took time, he feels work got done.

Spirit commented on member input and said it does not make sense to allow members to only speak once if they are not yet familiar with a motion.

Mambo said the 90-second limitation is distancing members from the governance. If members have their own meetings beyond the Annual Membership Meeting, then the Board needs to establish a budget for those meetings to establish equity. Mambo acknowledged Robin and Culture Jam.

Jon P. said all Board business, even if some personnel business is confidential, is the members' business. Culture Jam is one of our most important things, and we should increase our support of it.

President's Peace (*Zoom video 2:50:20*)

Colleen: Thank you for joining us this evening. I have been thinking lately how fortunate the Oregon Country Fair is; we have so much to be grateful for. Besides the beautiful 500 acres filled with blooming wildflowers to enjoy, we can feel truly fortunate to have such a dedicated engaged Fair family. We are also fortunate to have such a dedicated staff team. I would like to end this evening taking a moment to thank Mary, our Admin Assistant and Bookkeeper; Robin, our Culture Jam and Youth Outreach coordinator; Jeff, our Groundskeeper; Durwin, our Caretaker; Shane, our Site Manager; Crystalyne, our Operations Manager, and last but not least, I would like to thank Liz for serving as our Interim ED as we go through the process of finding our next Executive Director. Thank you for joining us this evening. Be well, see you next month.

**The next scheduled online Board Meeting is June 7, 2021, at 7 pm,
with agenda items to include:**

Proposed Bylaws changes.
Diversity agenda items.