

# FAIR FAMILY NEWS

OREGON COUNTRY FAIR  ONE CREATIVE FAMILY

VOLUME 29 ISSUE 9 FEBRUARY 2022



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## FAIR FAMILY CALENDAR

*Editor's Note: Because of the physical distancing required at this time during this COVID-19 pandemic, many OCF meetings have been canceled, and those that will go forward are being held virtually. For the latest information on Fair meetings and how to join them online, please check the [calendar of events on the OregonCountryFair.net site](https://oregoncountryfair.net/calendar).*

*Below are the dates of the Board meetings and Fair Family News deadlines.*

### MARCH

- 7 Board of Directors Meeting
- 9 FAIR FAMILY NEWS DEADLINE

### APRIL

- 4 Board of Directors Meeting
- 6 FAIR FAMILY NEWS DEADLINE

### JULY

- 8, 9, 10 Save these dates!

For additional events see:

<https://oregoncountryfair.net/events/>

**WASH HANDS IN SOAP AND WATER!**

## KEEP IN TOUCH

Oregon Country Fair  
442 Lawrence St.  
Eugene, OR. 97401  
(541) 343-4298

FFN@OREGONCOUNTRYFAIR.ORG

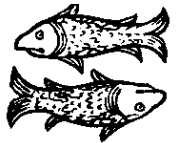
OFFICE@OREGONCOUNTRYFAIR.ORG

OREGONCOUNTRYFAIR.ORG (EVENT INFO)

OREGONCOUNTRYFAIR.NET (BUSINESS SITE)



**Happy  
Birthday  
Pisces!**



Here's a shout out to all our great Fair family members! Every one of you deserves recognition for your hard work for the Fair!

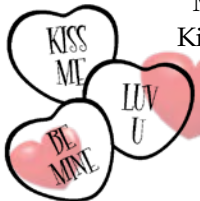
## OCF Posts 3 Job Openings

The Oregon Country Fair is seeking to hire a Marketing Manager, a Volunteer Support Specialist and an additional Groundskeeper. The job descriptions can be found online at <https://www.oregoncountryfair.org/news/>.

Salary commensurate with experience. Resumes and cover letters must be received by 5 pm February 28, 2022. Email to [hiring@oregoncountryfair.org](mailto:hiring@oregoncountryfair.org) or mail to OCF, 442 Lawrence St., Eugene, OR 97401. OCF is a 501(c)3 nonprofit, is EOE and preference may be given to OCF participants.

## FFN SOFT SPOTS

Michael "Yen" Ottenhausen  
Mary "Cup o' Tea" Callaghan  
Kim "Same Wavelength" Griggs  
Daniel "Friendly" Cohn  
Mary "Druthers" Doyon  
Suzi "Simpatico" Prozanski  
Niki "Marshmallow" Harris  
Brad "Good Vibes" Lerch  
norma "aloha" sax



## Get on the FFN and/or Voting Membership List

*Tell us your name; your email address to be notified of the online version of the newsletter; your crew or booth number; name of your leader or booth rep; name of person who can verify your participation, and your mailing address if applying for membership.*

Mail to: OCF, Membership/Mailing,  
442 Lawrence Street, Eugene, 97401.

Or Email to: [info@oregoncountryfair.org](mailto:info@oregoncountryfair.org)





# **YOUR BOARD OF DIRECTORS PASSED A VACCINATION REQUIREMENT POLICY ON NOVEMBER 1, 2021, THAT STATES:**

**"BEGINNING ON JANUARY 1ST, 2022, THE OREGON COUNTRY FAIR WILL REQUIRE PROOF OF FULL AND UP TO DATE COVID 19 VACCINATION FOR ALL PERSONS ON SITE WHO ARE ELIGIBLE AS DEFINED BY THE CDC TO RECEIVE A COVID 19 VACCINE."**

**ALL VISITORS SHOULD BE PREPARED TO SHOW PROOF OF VACCINATION STARTING JANUARY 1, 2022, WHEN ASKED. OPERATIONS IS WORKING ON THE PARAMETERS FOR IMPLEMENTATION OF VACCINATION VERIFICATION FOR PRE-FAIR AND FAIR AND WILL ANNOUNCE THOSE AS SOON AS THEY ARE AVAILABLE. WE ANTICIPATE RELEASING THAT INFORMATION NO LATER THAN MARCH 2022.**

**WE APPRECIATE YOUR HELP IN KEEPING THE FAIR FAMILY SAFE AS WE PREPARE FOR THE RETURN OF OUR ANNUAL IN-PERSON CELEBRATION**

The full Board motion on this subject can be found in the minutes on pages 20-21 of the November 2021 Fair Family News.



# Run Away and Join the Girl Circus

**Calling all girls!** Now is your chance to participate in the pink and pearly Girl Circus. We are looking for Fair family girls between 7 and 10 years of age to join us in this year's fantastical movie-themed show for OCF 2022. Families must have their own camping passes. Please fill out our interest form at [GIRLCIRCUS.COM](http://GIRLCIRCUS.COM). We hope the form will answer all your questions.



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## OCF Welcomes New Hires



*Kirsten Bolton, Executive Director*

The Oregon Country Fair Board of Directors hired **Kirsten Bolton** as the Fair's Executive Director in July 2021. Kirsten came to the Fair from the Saturday Market, where she had been general manager for four years. Prior to that, she had worked in Alaska in radio and television doing advertising and marketing, including serving as general manager of a TV station.

In 2020, the Board had to cut back staffing to keep the Fair solvent in the absence of the annual Fair event. Recent COVID-related federal grants have helped the Fair beef up the staffing in anticipation of having a Fair once again in 2022.

In December 2021, **Alex Zabala** was hired as the Office Assistant to replace Robin Bernardi, who is now focusing exclusively on Culture Jam. Alex has been on the Booth Registration Crew since 2015, and is delighted to be on staff.

In January 2022, **Mark Malaska** was hired as the Assistant Manager. This position was left open during the pandemic. Mark, who previously worked as a Human Resources Specialist at 4J School District in Eugene, has been a volunteer with the VegManECs Crew for several years.

And just this month, **Corey St. Germain** has been hired as the Fair's new Operations Manager. He comes to us from within our volunteer base, where he worked with Quartermaster/Junk Yard Dogs. He has been attending Fair and volunteering since he was in his teens. His first day was February 14.

The Fair also welcomes this month **Sierra McComas** as our new Site and Facilities Manager. She has volunteered for the Fair on an Architecture Team that measured many of the booths for permitting. She is a licensed landscape architect, with experience in environmental field work and landscape design. Her first day is February 28.

And stay tuned! Three more hires are on tap as we gear up for this year's Fair: a Marketing Manager, a Volunteer Support Specialist and an additional Groundskeeper. Details available on the Fair's dot net site.



*Alex Zabala, Office Assistant*



*Mark Malaska, Assistant Manager*



*Corey St. Germain, Operations Manager*



*Sierra McComas, Site & Facilities Manager*



## FAMILY LETTERS

*This newsletter is for the Oregon Country Fair Family and all material is volunteered from the membership.*

*Opinions expressed here are those of the authors and do not necessarily reflect the policies of the Fair or the FFN.*

*Letters must be limited to 300 words. They will be edited for length and clarity. Please include name, Fair Affiliation and a method of communication (i.e. phone number or e-mail).*



## A Challenge to Do Better

Dear OCF membership,

I have been struggling with how to convey the thoughts and feelings that have brought me to the decision to resign from the OCF Board of Directors. I know that the last two years have been hard for all of us.

In a world that has such profound compounding trauma on so many levels from a planet in crisis to COVID to human rights violations and wars and our country's democracy under attack, finding and cultivating personal peace, serenity and joy takes deliberate and concerted effort. I am unable to give any more time, bandwidth or attention to the relentless barrage of negative and counterproductive infighting that some members of the Board of Directors and members of this organization continue to engage in.

In the ongoing contest to claim the most victimhood, I give up the race. I challenge us all to do better. I love this organization and our beloved event and will continue to stay engaged in ways that inspire me, focusing on keeping our event as safe as possible, honoring our commitments to the land and environment and highlighting the fun in our dysfunction. We could do so many beautiful and wonderful things if we could get out of our own way.

It has been my deep honor to serve this organization and I am grateful and humbled by the dedication, time and passion brought by so many of our hard working volunteers. Thank you! I will see you on the path.

In peace and love,  
Cynthia "Peaches" Peachey  
White Bird Medical Crew

## Concerning Issues

To Whom It May Concern,

I am concerned. Deeply concerned. I am concerned about the fact that we are planning an in-person event for tens of thousands of people. I am concerned that we are still in the middle of a pandemic that has claimed countless lives, due to not only an uncontrolled, constantly mutating virus but an overburdened medical system. I am concerned that there are 1.2 million people who are now disabled because of Covid.

I am concerned that even though we are halfway through February, no real plans have been put forward for how we are going to keep our family healthy and allow even the most vulnerable among us to feel safe enough to attend our event, other than vague statements regarding more hand washing stations and better toilets.

I am concerned that many of our BUMs and Coordinators do not feel supported in making our event happen in person after two years of inactivity. I am concerned that instead of discussing these issues as a family, our community has become divided by what looks like a personal vendetta.

I am concerned that the divisive nature of our online discourse is distracting from the real issues at hand. I am concerned that the people who should know and behave better and in accordance with their station are instead choosing to throw fuel on the fire. I am concerned when people who claim to be speaking "for the membership" decide to pick and choose who that includes. I am concerned that our event—our community—is slowly becoming something not worth fighting for. I am concerned...

Saskia J. Whitson (The Original SJW)  
Bad Advice booth



## *Disband and Reform Diversity Committee*

My request to the BOD:

Please shift the current Diversity Committee membership to an informal group and move to select a new BOD appointed Diversity Committee to represent the membership on issues of DEI.

And appoint a new liaison to the committee.

The consultant's recommendations should be put on hold till a more thorough survey of the membership at large has been done, and is reviewed by a different consultant who is able to work with our organization in a less combative and distractive manner than what has occurred.

Responsibility for the committee going off the rails can be placed on the professionals on the committee, and the BOD liaisons who failed to educate the committee on how to achieve their agenda, present their findings, make budget requests, create policy and stay on task.

A well thought-out plan to implement DEI, and a real survey of the current state of OCF's DEI has not been done. Many Fair Family members have spoken out that the current DC does not represent all the diverse membership of Fair. What is really frightening is some on the BOD willing to push forward without a real clear understanding of what the OCF needs for implementing DEI.

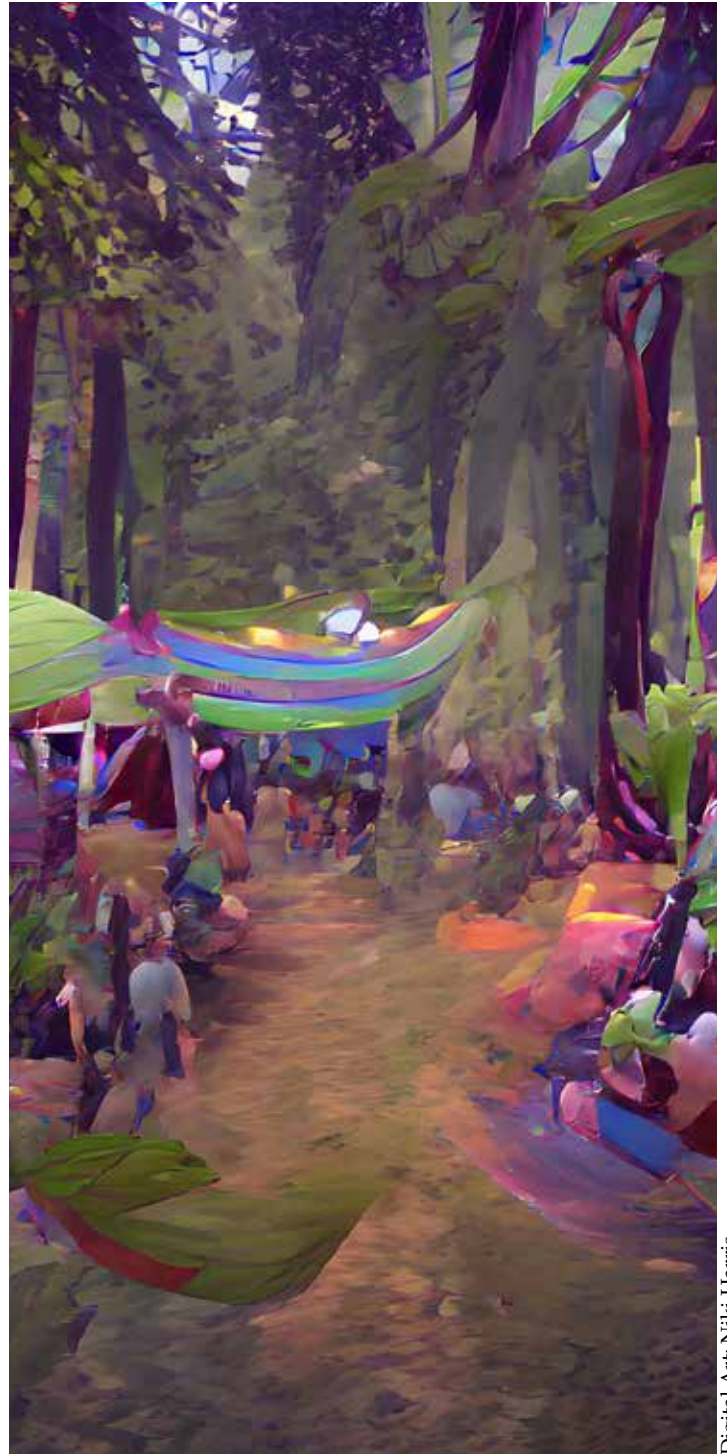
Allowing the current DC membership, which is not in good standing with their BOD responsibilities, to continue sets a dangerous precedent and pushes us further from achieving the guidance, education and training that is available and could be delivered without the personal issues of the DC members overriding the process.

There are other DEI professionals who can guide us as an organization and provide education and training in ways that are not combative, disruptive, and shaming of others.

I would like the BOD to adhere to the practices put in place to protect the organization from these very focused purposeful attacks

*Allain Van Laanen*

*Fair-goer*



Digital Art: Niki Harris

## *On a Sad Note...*

**Dean Miller**, a longtime member of the OCF Construction Crew, passed on in January. He created Dean's Salsa in the 1990s and more recently sold "La Salsa" through area health food stores.

**Tim "Slim" Long**, who participated in the Liberty Coffee booth and played washboard all around the Fair, recently passed on.

**Doug Clark**, who played trombone in the Fighting Instruments of Karma Marching Chamber Band/Orchestra, passed in February. Doug was a multi-instrumentalist who also arranged some of the marching band's music.



## *Fair Thee Well: Gweneth VanFrank Carlson*

Gweneth VanFrank Carlson  
12-29-54 to 12-22-21

Fabulously talented and fiercely independent, wife/mother/nana/daughter/sister/aunt/friend Gweneth VanFrank Carlson passed away suddenly at home. Many folks will miss her vivaciousness, openness, fierceness and love. She danced and sang her way in life, always ready to be an advocate for the unheard.

Gweneth was born in Norman, Oklahoma, to her parents, Roger and Sheila VanFrank. She moved when she was not quite a year old to Salt Lake City, Utah, with her family. Number three of six kids, Gweneth taught her siblings about super heroes, science fiction, cooking, the joys of Christmas morning, and the benefits of stubbornness.

Though legally blind from birth, Gweneth attended public school with her peers, and graduated from East High School in Salt Lake City. She attended Chatham College in Pittsburgh, Pennsylvania, as well as schools in Utah and Idaho. Gweneth fully lost her eyesight at age 29, but ultimately completed her higher education at age 59, graduating from Lane Community College in Eugene, Oregon. Gweneth often told people that eyesight was a luxury, not a necessity.

Gweneth arrived in Eugene in July of 1978 in her 20s. It was on a trip to Heceta Head Lighthouse Beach with Cathy Van Mark that Gweneth decided to stay in Eugene as she found it incredibly beautiful! In time she met and married her husband, John Carlson, in March of 1989, and raised her two children, Clarissa and JeanLuc. She didn't skip a beat when it came to grandchildren Miles, Norah, and Quinn — they didn't know life without her. In the interim, before she started her own family, she was a surrogate mom to Tina Bonney, Alicia and Billy-jo McCallum.

An important part of the Eugene community, Gweneth was a tireless advocate for persons with



disabilities, regularly petitioning both local and state governments on their behalf. She helped start SILVI (Supported Independent Living for Visually Impaired), which later became LILA (Lane Independent Living Alliance). She became the “eyes” for the visually impaired community in many activities throughout the city.

She helped to start and then participated in the Eugene Peace Choir and several dance groups. She taught at the Eugene Recreation Hilyard Center and summer programs at Oregon School for the Blind. She also had an educational dance and music program that she performed around town and at school assemblies with Bjo Ashwell and Geoffrey Mays.

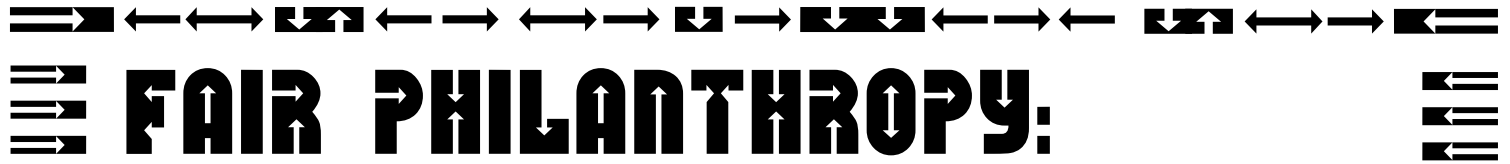
At the Oregon Country Fair, Gweneth helped expand 4A (Alter Abled Access and Advocacy) for Community Village Crew to ensure that the event was accessible and had support for alter-abled persons. A seeker of spiritual awareness and health, Gweneth studied Celtic lore and shaman practices.

Gweneth's father predeceased her. She is survived by her husband, John; daughter Clarissa and her three children; son JeanLuc; mother Sheila; and siblings Mereth (Sebastian Huemer), Kevin (Susan Tucker), Leslie (Jeff Silvestrini), Alison (Stewart Owens), and Megan (John Higgins). On the Carlson side, a brother, sister and step siblings survive. She leaves behind many nieces and nephews, and hundreds and hundreds of friends.

Jeff Carlson said, “Yes, the world is poorer for the loss of this spirit, yet our lives are enriched with memories of Gweneth and a better sense of why love is the answer.”

A life celebration is scheduled for the spring. Please email for more information to [gwenethlife-celebration@gmail.com](mailto:gwenethlife-celebration@gmail.com), and send your best photos of Gweneth.





## OCF Announces 2022 Endowment Fund Recipients

*by Linda Reymers, Bill Wooten Endowment Fund*

The Oregon Country Fair Bill Wooten Endowment Fund has awarded a total of \$16,000 in grants this year to nonprofit organizations serving youth in the Fair's neighboring Fern Ridge communities. This funding tangibly represents the Fair's deep appreciation of our home community. Projects supported by the Endowment Fund reflect the Fair's commitment to the arts, education, cultural diversity, peace, community building and the environment.

### 90by30

The aspirational goal of 90by30 is to reduce child abuse and neglect 90 percent by 2030 and create safe, healthy, and nurturing places for all families and children. Their "Roots of Empathy" program, to be conducted in area classrooms, is proven to reduce aggression and nurture empathy in elementary students.

### Culture Jam

Fern Ridge area youth will receive scholarships to attend the eight-day arts-based Culture Jam empowerment camp for teenagers held each summer at the Fair site. The camp helps each youth discover their talents in a supportive environment.

### Lane Arts Council

Fern Ridge area children will be able to participate in a local "All About Art" immersive summer camp, which blends an exploration of ecology with exciting experiences in the visual and performing arts. Artwork produced by campers will be showcased during a COVID-safe community showcase and gallery walk.

### Reality Kitchen

An Elmira High School graduate and published author will return to the school to conduct a 12-week short-story writing workshop, with a focus on diversity and disabilities inclusion. The resulting stories will be combined in a special edition publication.

### Wordcrafters

This collaborative project with Elmira High School will provide an arts residency focusing on creative writing/spoken word performance. Teachers welcome Wordcrafters' residencies for their ability to engage students and enlarge their writing experience and skills — skills that help build school success.

Also, three grantees from last winter's special cycle supporting funding projects addressing the impact of COVID-19 on children in the Fern Ridge area received grant supplements. They are: Fern Ridge Middle School, Rural Art Center, and Veneta Elementary School.

The annual Leslie Scott Imagine Grant Award is given to the funded project that best represents former Fair General Manager Leslie Scott's contributions to the Fair, which included providing opportunities for youth, reaching out to our neighbors, and nurturing creativity. This year's awardee is 90by30.

**BILL WOOTEN**  
**Endowment Fund**





## Recently Unclassified Material

We accept UnClassifieds up to 30 words for \$5 each, per issue. Send listing with \$5 to O.C.F.-F.F.N. 442 Lawrence St. Eugene, OR 97401. For questions, information about display underwriting and to submit listings, Email [bradlerch@aol.com](mailto:bradlerch@aol.com)



Beautiful wooden walls. Originally designed for a vintage motorcycle display. They are like 14 feet tall by 8 feet wide. Have electric lights. There are 4 of them. In Wilsonville, OR. Contact [sally@midwayllc.net](mailto:sally@midwayllc.net) for more information.

**Now on sale!**  
*Brigadoon of the Sixties*  
Another epic slice  
of Fair history from  
Suzi Prozanski



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## DODECA ART FARM

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- 501(c)3 nonprofit
- community farm
- vegetarian
- art collective
- sober sanctuary
- moon worshipping
- season celebrating
- ritual transformations
- OCF Art Barn support

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# UNDERWRITERS





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LTC #5744C

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## 92.7 FM KOCF

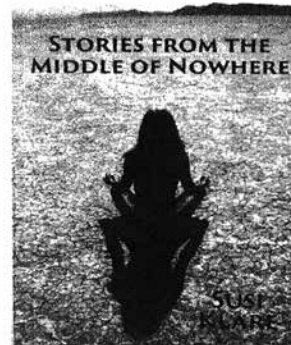
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BottleDrop!

Stream @ [kocf.org](http://kocf.org)



### Stories From the Middle of Nowhere by Susi Klare

Collection of Award Winning stories  
by Oregon Literary Artist known to  
Fair Family as **Susanna DeFazio**



check it out on Amazon, then buy your copy  
from Paulina Springs Books, Tsunami, or  
from [susiklare@yahoo.com](mailto:susiklare@yahoo.com)  
\$16. Free shipping for fair family



## WOW HALL

8th &  
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All Ages  
687-2746

2/26	Left On Wilson and Token Rhymes
3/12	The Backseat Lovers with Mercury
3/18	Andy Woodhull
3/19	The Shaky Harlots / Los Gondos
4/6	The Macks / Buddy Wynkoop
4/8	Surfs Drugs, Salo Panto, EWEB,
4/9	Creep Creep Janga
4/15	Maria Muldaur with A to Z
4/23	The Aquadolls & Sitting On Stacy
4/23	Furthurmore w/ One-Eyed Jack & TBA
4/23	mssv Haru Tour '22 w. The Bad Places





## BOARD OF DIRECTORS BUDGET MEETING JANUARY 31, 2022

7 pm; Zoom remote online and live  
streamed on YouTube

YouTube recording link:

<https://www.youtube.com/watch?v=ZAYTKORaVYU>

*(subject to approval by the Board at the March 7, 2022, meeting)*

**Board Directors present:** Anthony "AJ" Jackson (VP of Membership Engagement and Services), Colleen Bauman, Cynthia "Peaches" Peachey, George Braddock, Jon Silvermoon, Lily Harmon-Gross (President), Lisa Parker (VP of Bylaws and Policy), Paxton Hoag, Sandra Bauer (VP of Philanthropy and Fund Development), Sam Rutledge, Spirit Leatherwood, and Sue Theolass. **Other Board Officers present:** Stephen Diercouff (Membership Secretary), Hilary Anthony (Co-Treasurer), Kimberly "Kimmo" Howard (Recording Secretary), and Lynda Gingerich (Co-Treasurer). **Staff present:** Kirsten Bolton, Mark Malaska, and Robin Bernardi.

### Introductory Remarks (YouTube video 8:00)

Hilary: A big thanks to the Budget Committee, coordinators, and staff on the task of constructing a 2022 operating budget. We faced challenges ranging from going all online to addressing growth issues and staffing changes. I think most of us on the committee can agree this was the most challenging year ever. I hope all feel some accomplishment getting to this point.

As an overview: We have a few themes. We are working with the capacity parameters adopted by the Board—a first step in developing the information, metrics, and tools to empower us to plan for and manage our size, facility, safety, and enjoyment related to our growth. We haven't been 100 percent sure if we

are coming back from a pandemic, or still in pivot mode.

The Budget Committee started with the revenue projection that will allow us to deal with our capacity goals, and to continue our staff, catch up with infrastructure/safety needs, consider options for how we feed our volunteers, and to assess options for our organization and event. And then, partway through budget season, we got an SVOG and soon after, we got a second installment; those grants give us the safety net that will allow us to work on our infrastructure, develop our staff, and work on our organization whether or not we can have a 2022 three-day, in-person event.

I encourage the Board to look at the big picture painted by these scenarios:

- An event that reaches the capacity level
- No revenue from a three-day event
- Reduced event revenue.

We have options. We can have a scaled-back event, and complete capital projects, and have start-up funds for a 2023 event. As we make decisions about whether to proceed with a full event, we can flesh out variations of these options that fit what we choose to do. We have a safety net. Whether we have a traditional event or not, we can have a successful year of rebuilding our staff, working on our organizational issues, and repairing the site.

I expect that we are all wondering what type, if any, event we can have for 2022. The budget presented to you is in case we can have a full event, which is less certain than it was this time in 2020. Between our COVID work group and our ED's research and judgment, our organization will make plans if we need to pivot away from a full event. In 2020 we pivoted in March, with budget changes in April. Kirsten feels we can pivot in April and make budget changes in May 2022.

In the case of a pivot, we will continue to assess the role of the SVOG funds in getting us to the end of the period that we can spend them. If we don't spend SVOG funds, we will send them back. We also have reserves funds on hand; we may have other funding such as from fundraising, merch, and one-day event, or grants.

For the 2022 operating budgets: We started with the 2020 operating budgets which were fully vetted and Board approved. With the help of staff and coor-

dinators, we identified crews that would be affected by either COVID-related changes, or repair/maintenance related to down time, or affected by increased costs. We will continue next month with looking at the capital project proposals — which consist of carryforwards from 2020, some big infrastructure proposals, and some proposals that originated for 2022.

Our big-picture issues include our very continuation as an organization. Making good financial decisions is key, as are other important issues like safety, growth, volunteer training, infrastructure needs, planning, and developing a more nurturing organizational culture. Let's treat each other with love and respect and continue our dialogues about how to continue to build a positive future.

AJ asked when we would start spending the funds budgeted for 2022. Hilary replied that we would start spending now but would try to delay major contracts. We will do our best to control costs. In a typical year the crews would start spending right away, but we will need to be able to pivot if needed in this uncertain time.

Jon S. asked about the SVOG funds and if the intent is to use those first before spending our own money. Hilary replied yes because it leaves more in our unrestricted funds.

Jon S. asked about consideration for a scenario where there is no event in 2022 or 2023, which he thinks is worst case scenario for which we should be budgeting. He asked if we have enough to get to 2024. Hilary said it could be done, and will continue to look at various options and details over the next few months as planning continues.

Grumpy encouraged coordinators to hold off on spending as long as possible, until we know more about what to expect in July 2022.

Lynda gave thanks to the Budget Committee members: Hilary, Sheldon, Bennett, Grumpy, and Lucy. She also gave thanks to the Board liaisons, George and Sandra.

Lucy expressed that she did not feel the committee process for this budget was collaborative and did not include input from others. There was no consensus and community building. The committee lost input from two seasoned staff members, and there was little dis-



cussion beyond one viewpoint, and no opportunity given to review disagreements. Lucy suggested the following be further reviewed for after this year's event: the pay-scale range for staff, and contracting for the DEI position and the Data Base Project.

### **Board Budget** *(YouTube video 35:10)*

Lily said the proposed 2022 Board Budget is between what was budgeted in 2020 for an event, and in 2021 with no onsite event. Some larger amounts are for DEI training and learning opportunities, and strategic planning. Lily suggested not spending any of the giving and philanthropy funds until after the event, and continue discussions of making changes to the Board Donations program. Hilary noted that we can spend our endowment funds.

Sam asked if Lily's recommendation needed to be included in the motion verbiage.

AJ asked what the Board "membership" line item was used for. Hilary gave the examples of the Chamber of Commerce and WOW Hall memberships. AJ suggested membership with other community organizations such as NAACP and other leading DEI organizations. Lily said they might consider those costs as philanthropy. AJ said there should be a distinction between funds given for philanthropy purposes versus membership fees.

Jon S. said Lily has been researching DEI training opportunities for the Board and understood the cost was higher than she expected. He wondered how it compared to the \$5,000 budgeted for DEI. Lily thought some of the work could be done with the \$5,000, and said the budget could be adjusted if needed in the future.

**Lily moved and AJ seconded to approve the Board budget of \$117,550.**

Grumpy asked if the DEI training line item was for only the Board, or members also, and what the training would include for that cost. He said we are a volunteer organization and wondered why we cannot get DEI training from volunteers.

Lily said some of the training opportunities last year related to the strategic planning process, a cultural compact for Board directors, and Nonprofit Associa-

tion of Oregon training. She is not sure yet what training opportunities for this year would include membership. Lily said DEI work is emotional and might be good to look outside of our Fair community for different points of view. It is worth funding learning opportunities that align with our values.

Jon S. said if you go forward with DEI training, then it should be successful and impactful, and we should not do it on the cheap. Five-thousand dollars will not go very far, and he feels in a bind because he knows it will cost more, but we also should be reducing our costs. Jon S. does not think the DEI training should wait until after the event and that it needs to be done now.

Lily agreed DEI training should not be delayed. There are additional funds in the GM budget for training opportunities.

AJ suggested taking \$5,000 from the donation line item, and adding it to the training line item. Lily agreed.

Lily noted the Board has gone over their donation budget in the past, but is willing to make the adjustment.

Spirit said also wondered about pulling additional funds from another line item, to add more to the training line item. She said the Board was also considering conflict resolution and mediation services.

Sam said he was willing to move forward with training at \$10,000, but wondered if they could still keep donations at \$25,000 on the condition donations are determined after the event. Sam offered a friendly amendment to increase the Board budget by \$5,000. Lily and AJ agreed.

**As amended, Lily moved and AJ seconded to approve the Board budget of \$122,550.**

Peaches agreed with the amendment.

Jon S. wanted to discuss the meeting rent and Board orientation (Board retreat) line items. He asked why there was no plan for in-person meetings and in-person retreat.

Lily said they can plan to be agile and transition to in-person meetings if needed. She noted the meeting rent line item also includes the Zoom account. The retreat can be held onsite at Alice's, as the prior location at the Wayfarer Resort is no longer available due to the 2020 Holiday Farm Wildfire.

**Motion passed: 12-0.**

### **Staff and General Management Budget** *(YouTube video 59:10)*

Kirsten said the 2018, 2019, and 2020 staff and general management budgets were reviewed, noting customary expenses and the timing for those expenses in relation to the event. We included COVID safety expenses, inflation on some contracts, increased staffing to help with revenue and fundraising year-round, higher costs for health insurance, and reinstatement of a pension plan.

Payroll is budgeted at \$792,300 which includes an increase of three staff positions: marketing, volunteer coordinator, and another grounds keeper. Kirsten anticipates the marketing and volunteer coordinator positions will generate five dollars for every dollar we spend on them in additional revenue streams. These positions will help with additional fundraising and other events, in person or online.

Lily moved and Peaches seconded to approve the Staff and General Management budget of \$1,032,029.

Ann wanted to understand the justification for the marketing and volunteer coordinator positions, and said she liked Lucy's suggestion about contracting some positions. She asked for more clarification about no phone expenses and if that meant a land line would be removed. Ann expressed concern the COVID safety budget was not enough, and said we should be measuring heartbeats and not individuals.

Kirsten said Lucy's suggestions are not part of the prior committee discussions so is new input. Phone line expenses have consolidated in the administration budget phone line item. We have an additional \$50,000 in the HoneyBuckets line item for more COVID-related expenses.

Lucy said she brought her suggestion to the committee in December and it was dismissed with no further conversation.

AJ said it is important to have advertising and membership staff communicating with the team year-round and prefers we hire the positions instead of contract them out. He agrees that the duties of these positions will help increase revenue.

Jon S. said it sounded like it should be a development position instead of a marketing position. If we are capping the amount of attendance, then we don't

need to advertise for more people. He said he would like to see job descriptions and the plan for how the positions will generate more revenue than expense. Jon S. is concerned about the long-term sustainability for adding more staff and associated costs, and why the education and training line item for staff would be reduced.

Kirsten said the marketing position would include development, website work, fundraising, and additional revenue streams. In order to diversify our revenue streams, we need staff to support the volunteers to take on additional fundraising activities.

Hilary noted that having an ED who is responsible for hiring and firing of staff, instead of the Board, is a change for us. We have been understaffed for years. These are challenging times, and we are really trying to make sure we will have an event. We will remain alert and be willing to make changes to ensure we are on the right track.

Sam agreed we have been understaffed for a long time and agrees with the positions the ED wants to add. He would also like a DEI position to be added, per the consultants' recommendations. If we cannot get a grant for a DEI position, then we should adjust the budget for it.

Sam also asked about the increase in the GM property tax line item. Hilary clarified the property tax did not go up, and it was a discrepancy when putting the various spreadsheets together for the budget document.

Paxton supports the volunteer coordinator position, and said it should be called volunteer facilitator since we already have coordinators.

Peaches agreed that we have been understaffed, and also wants to add a DEI position. She supports the budget.

Spirit agreed with what others have said, and hopes this can bring relief to the staff who work onsite year-round. She agreed with Paxton that the volunteer position could be renamed to volunteer facilitator. Kirsten agreed the volunteer position could be called specialist, instead of coordinator.

Sandra said the two new positions are needed, especially with as many volunteers as we have in our organization. We also need to diversify our income streams, so she supports the proposal.

AJ said we need to have a bigger human resources presence in the orga-

nization, and does not feel the HR line item of \$3,000 is sufficient.

Spirit asked if the groundskeeper position was part- or full-time. Kirsten said full-time.

Sue supports another groundskeeper position to learn as much from Caretaker Jeff as they can. She hopes the marketing position will not disenfranchise the IT Team that has been working four years on a needed database, and our existing advertising folks that have been working so hard and doing well.

Sue would like to see supporting documentation to support Kirsten's comment about the marketing position bringing in five dollars of revenue for every dollar spent. She is not convinced the marketing and volunteer positions need to be full time, and wondered if we can secure grant funds or set aside funds for temporary employees.

Sue is also concerned the current office location cannot support additional staff. Kirsten said there is plenty of room at the office location for more staff, and we cannot afford to move our office location at this time.

Jon S. wanted to echo Lucy's concerns about the new groundskeeper wage being low and not too much above what minimum wage will be in Lane County. He said just because the market may say what the wage should be doesn't mean we should not consider paying according to our values. We have a pay structure where the people who are doing the actual physical work are being paid less.

Jon S. asked about consideration for multi-year grant funding for the marketing or volunteer positions. Kirsten said it was discussed with the Budget Committee and they determined it would be more likely to get grant funds for a DEI position. Jon S. said these are the very positions that Murdoch (M.J. Murdoch Charitable Trust) likes to fund when an organization grows to the point that those positions are needed. Kirsten said it would be more likely to fund for two instead of four positions.

AJ reminded the Board they are now a governance Board, and while we are reviewing the budget, some of the questioning is seeping into things that are not governance. Kirsten said she could provide documentation to Sue for the information on additional revenue the marketing position would bring.

**Motion passed: 10-2; Jon S. and Sue opposed.**

## **Operations Management Budget** (YouTube video 1:29:35)

**Lily moved and Paxton seconded to approve the Operations Management budget of \$278,806.**

Sam asked for clarification on the t-shirt line item reduced by \$26,000, and wristband item increase by \$10,000. Kirsten said t-shirts were purchased in 2020 that have not yet been utilized, and the wristband budget increased for COVID credentialing needed for Pre-Fair and Main Camp.

Jon S. said Late Night Trips is still budgeted at \$3,000 and what the plan for it was. Hilary said it has been at capacity in the past and was successful. Sue suggested the amount should be more because of COVID and more people wanting to overnight at their own home.

Jon S. asked if personal protective equipment, such as face masks for crew and the public, had been considered in the budget. Kirsten said the \$50,000 in the HoneyBuckets line item would be used for safety expenses.

**Motion passed: 12-0.**

## **Site and Facilities Budget** (YouTube video 1:34:55)

**Lily moved and Paxton seconded to approve the Site and Facilities budget of \$354,000.**

Jon S. asked about \$50,000 in the Operations Management / HoneyBuckets budget and if it included consumables, rentals, or permanent fixtures. He wanted to clarify where hand-washing stations is covered, and if it includes more porta-potties. Kirsten confirmed the budget included more rentals for more hand-washing and sanitation stations, sneeze guards, and more porta-potties.

Sam noted a large increase to the structure repair line item, but wondered if it was still enough due to the work that needs to get done and the increased cost of lumber. Hilary said construction costs are included in capital projects; the Construction Crew has a budget increase. Hilary noted we are hiring a new Site and Facilities Manager who will help determine if the proposed budget is not adequate.

AJ asked why the mosquito budget doubled. Kirsten said the reintroduction of humans on site will cause more mosquitos.



Spirit asked if the budget included more outhouse cleaning rounds for impacted areas, like South Miss Piggy's. She also asked if the budget includes more accessibility for our 4A family and patrons. Spirit also hopes there is a budget for improvement to the Far Side because of 2019 damage that still needs cleanup.

Kirsten said the additional porta-potties will help, but adding additional cleaning rounds comes at a much higher price. There are standard and alter abled porta-potties being added. Kirsten said there is work being done to restore the Far Side camping area.

Hilary noted we do get a high level of service from the porta-potty vendors, and we need to be more specific to them about what our needs are.

Paxton is part of the sanitation workgroup, and they have been actively working with LUMP and Archaeology on more hand-washing and sanitation station ideas. He also expressed support for improvements to Dug's Green.

Spirit replied to Hilary's comment about more specifics of areas needing improvement, and said she would get some of the past information already tracked by Fair Central.

**Motion passed: 12-0.**

### **Administration Budget** (YouTube video 1:47:50)

**Lily moved and Paxton seconded to approve the Administration Budget of \$49,950.**

Jon S. asked if there was consideration to purchase a copier as opposed to leasing. Kirsten said that would be a capital project and is not a priority at this time.

Sam asked for more clarity on an increase to the household line item. Kirsten said this includes both interior and exterior cleaning tools and services. There are some much needed tasks like window washing and moss removal.

**Motion passed: 12-0.**

### **Budget** (YouTube video 1:51:10)

**Lily moved and Sue seconded to approve the Culture Jam budget of \$58,900.**

Jon S. asked about the drop in the amount for programming and development. He also asked if the budget included consideration for personal

protection equipment or COVID prevention.

Robin said there was a need to spread funds out in various places, as some line items were not being fully used each year. She said we have funds in the equipment line item for safety needs.

AJ asked about the increase to the staff stipends and travel budget, and the amount for water bottles. Robin said the staff stipend and travel budget gained \$3,000 from a director support line item which was determined to no longer be needed. Money was also moved from programming and development to help with costs to bring staff in from other countries. Robin said the water bottles are a keepsake water container in lieu of excessive plastic bottled water.

**Motion passed: 12-0.**

### **Crew Budget** (YouTube video 2:01:40)

Hilary said the bulk of the changes to the crew budget are about our response to the pandemic and rebuilding. Communications was going to buy digital radios, but this year they will rent to do a trial run. Most other budget changes are small. The change for the medical item is for White Bird operations, and the White Bird contract will go through the General Management budget. There were also corrections that needed to be made for last year's prior approval of the Xavanadu movement change. We know that some crews might have fewer people, and adjustments were made because we lost the Shady Grove stage.

**Lily moved and Sam seconded to approve the Crew budget of \$1,078,863.**

Emma asked for her statement to be included in the minutes: "We are guided to operate by a Board directive to support locally and ethically produced meat/food products whenever we can. We also try to minimize the amount of landfill waste wherever possible. Pre-Fair Kitchen is committed to fulfilling our missions and working with our local community partners to ensure the money we spend stays as close to home as possible. Like other crews, we are already in discussions about sourcing our supplies and services, and once we finalize the supply and services budgets, we will be starting work on purchase orders sooner than most people realize. We want to make sure that we can do that as well as protect our vendor re-

lationships by not over-promising and under-delivering.

One example is our long-time vendor, Deck Family Farms, who supplies us with amazing meat products from a family-owned farm in Junction City. They typically package their products for retail in small one-pound units, which creates a lot of unnecessary plastic waste for our operation. To minimize waste, they do custom packaging of 10-pound units for us, while still maintaining food safety standards. They need to begin processing and storing products for us now if we are looking at Main Camp opening on June 1.

There are multiple significant negative impacts to this family-run farm if we end up having to cancel our order or drastically change our planned operations and/or timeline: It will significantly affect quality to thaw and refreeze the meat in order for them to repackage it for retail, it will increase their production costs, and they will have a limited timeframe to resell the product due the length of time the product has already been frozen.

Can the Board and/or management provide us with more guidance regarding how to proceed with this amount of uncertainty?

Are we prepared to ensure that these relationships can be maintained if things change from the current operations plan?

Thank you for your guidance regarding this issue.

Hilary replied to Emma and said it is a very important type of operational issue that can be discussed with Kirsten and staff. Crew Coordinators will need to communicate with staff and operations to ensure we can work out safety issues with our vendors, for their viability and our own.

AJ said it is costing volunteers more money than it used to, and feels like volunteers are working more but are receiving less. He wants us to look at budgeting more for volunteer appreciation and the amount for food vouchers.

Sam said he was curious as to what bottom line expenses are for crew budgets, and feels there is a lot of room for coordinators to decide how those funds get used. Hilary said crews typically spend less than their budget allows. We have a budget handbook with guidelines, but there is a wide range of what each crew coordinator decides. Hilary

thought the bottom line might average \$35,000.

Lucy said we give out over 90,000 food vouchers, and an increase to the amount of each would be a high expenditure. Food vouchers were never intended to be a means to provide three meals a day for volunteers, but as a token of support.

Paxton agrees that we need to look again at the food voucher subject.

Spirit asked for clarity on Board trade passes and some of the increases to Kitchen Crew. She recommends that Decon Crew have enough funds for sanitation. Hilary said there are funds for sanitation, and it does not need to come from their crew budget. Kitchen costs are higher due to equipment damage and the cost of food right now. Lynda echoed that food costs have been rising drastically, and there is an effort for organic and local products.

AJ said some crews historically always go over budget. He asked where the additional funds come from, and why it happens. Hilary said coordinators are encouraged to talk to their budget liaison, a staff person, or treasurer. While most crews are in compliance, Kirsten will be working with the budget and monitoring it closely with managers and coordinators as we move forward.

Grumpy reminded us we created a budget for Hospitality to help with not increasing the food voucher amount. He said any crew going over budget should communicate with the budget liaison, their BUM, or the Operations Manager.

Jon S. asked if we are anticipating additional changes in Admissions and Sanitation crews, once we know more about how we will check vaccination status. Hilary said Admissions and Quartermaster will need changes.

Jon S. asked if we will be providing childcare to the public this year. Hilary said it is still under review, and will include adherence to state guidelines. There are more details to be determined.

Jon S. asked if the money for durables is for the transition of the move to Outer Limits, as he heard that decision had been made. He thought the Fixed Assets Committee was looking at proposed uses for that property and were going to present them to the Board for a decision. He asked what future costs we would have by moving durables in terms of equipment and set up. Lynda said the \$2,000 durable budget includes costs

for the duration of the event this year. Hilary said it is not decided to be permanent, and would expect further changes. Jon S. asked about the distance from the actual event to Outer Limits, and Hilary said we only use durables once during the event so there would not be back and forth commute expenses.

Sam spoke to the Community Village passes that must be purchased. These passes are purchased by activists and members of valuable organizations doing transformative work within our communities. These people are paying to come and share their work. Because of a prior decision made many years ago, Community Village is not able to use the Fair as a fundraising opportunity for those organizations. Sam hopes the Board can look at this again and find a way in the future to allow for compensation.

Sandra said moving durables to Outer Limits was the only option at this time, and the durable team is still determining their needs. It is a work in progress.

**Motion passed: 12-0.**

### President's Peace (YouTube video 2:35:30)

Lily thanked Lynda, Hilary, the Budget Committee, and Staff. It was a challenging year because of the dynamics, and thank you so much for your hard work and dedication to enabling the survival of the Oregon Country Fair.



## BOARD OF DIRECTORS MEETING February 7, 2022 7 pm

**Zoom remote online and live  
streamed on YouTube**

**YouTube recording link:**

<https://www.youtube.com/watch?v=dUPEKT0TYUQ&t=0s>

*(subject to approval by the Board at the March 7, 2022, meeting)*

**Board Directors present:** Anthony "AJ" Jackson (VP of Membership Engagement and Services), Colleen Bauman, Cynthia "Peaches" Peachey, George Braddock, Jon Silvermoon, Lily Harmon-Gross (President), Lisa Parker (VP of Bylaws and Policy), Paxton Hoag, Sandra Bauer (VP of Philanthropy and Fund Development), Sam Rutledge, Spirit Leatherwood, and Sue Theolass. **Other Board Officers present:** Stephen Diercouff (Membership Secretary), Hilary Anthony (Co-Treasurer), Kimberly "Kimmo" Howard (Recording Secretary), and Lynda Gingerich (Co-Treasurer). **Staff present:** Kirsten Bolton.

### Announcements (YouTube video 2:25)

Albert said he just became an administrator for the Oregon County Fair Facebook page with 27,000 members. He gave thanks to all current and past Board members for their efforts.

DJ reminded folks to check with Archaeology before digging onsite as we prepare for an onsite event.

Lily had her first Presidential Listening Session in January. She will host another on Sunday, February 20, 2022. It is a time to share and network.

Kimmo encouraged those interested to contact her about the Recording Secretary officer position.

AJ announced that Charles Thompson passed away. He was part of the Far Side family.

Jon P. said Kassiah Bishop passed away. She was a longtime volunteer with the WOW Hall.

### Minutes Review (YouTube video 10:10)

**AJ moved and Sue seconded to approve the January 3, 2022, Board meeting minutes.**

At the January meeting, there was no second for the bylaws vote. The Board clarified that Paxton seconded the motion.

Sam said the Board does not always follow Robert's Rules of Order.

Jon S. said there was a motion in the past about a proper process for the Board.

**Motion passed: 10-0; Jon S. and Lisa P. abstained.**



## **Agenda Review, Amend, Approve** (YouTube video 14:20)

Please see the New Business section of the minutes for new agenda items added.

Sam asked to move Guideline changes to the top of Old Business. Lily said the Path Planning business item would not take long. Sandra said she would prefer to keep the DEI item as the first item of business. AJ asked for everyone to be aware of time so that all business items can be discussed. Due to technical difficulties in starting the online meeting, the Board agreed to adjourn at 9:30 pm.

Kirsten added to New Business: Update credit card signers, potential conflict of interest, staff t-shirt printing, and The Ritz contracting.

## **Member Comments** (YouTube video 18:45)

There were no member comments at this time.

## **Staff Report** (YouTube video 19:50)

### **Executive Director's Report from Kirsten:**

We received notification that our second Paycheck Protection Program (PPP) has been forgiven in the full amount of \$102,880.

We changed signers at KeyBank, Columbia Bank and Banner Bank on January 11, 2022. We are still working on Northwest Community Credit Union, Oregon Community Credit Union, Providence Bank and Beneficial Bank.

Mark Malaska was hired as the Assistant Manager and started on January 10. We have hired Corey St. Germain as Operations Manager and Sierra McComas as the Site and Facilities Manager.

Volunteer Appreciation this month goes to FairCARE members: Robbi Bauer-Constant, Chip Coker, Brad Lerch, David Gubernick, and Lily Harmon-Gross.

The Coordinator Budget meeting on January 13 had 93 people in attendance. We will do more of these meeting as we get closer to the 2022 event.

Kirsten is meeting with the BUMS every two weeks and continues to attend as many committee and workgroup meetings as she can. She has met with Thom Lanfear, TicketsWest, Main Stage Coordinators, Grievance Administrators, and Life's Best Inn Tents.

We are working on contracts for White Bird, Ritz Sauna, tents, LTD, Refrigerated Trailer, and other items.

Electrical work has been done to accommodate the server for the database. Thanks to Stephen Diercouff for helping to install it. We are working on installing a database for vaccine verifications, and expect to have that up and running by early March 2022.

## **Treasurer Report and Budget Items** (YouTube video 27:00)

Lynda said the Budget Committee has been continuing work on capital projects. There is a long list of things to do, but even if we have the money, we may not have the people. The capital project budget will be discussed at the March Board meeting.

Hilary said they are making decisions with some uncertainty. The management team, committees, and the Board will monitor the safety issues around an event this year.

Hilary said they are wrapping up the 2021 financial reports.

## **Committee and Working Group Reports** (YouTube video 29:18)

Please visit [oregoncountryfair.net](http://oregoncountryfair.net) and check the Upcoming Events schedule for committee meeting dates, times, and online links.

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 .net site.

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

**Food Committee:** A Food Committee Town Hall meeting was rescheduled for February 21, 2022.

**Bylaws Committee:** The committee agreed on the work plan for 2022 and will be proceeding with the review and

update of the Bylaws with a target approval date by the Board to be no later than December 5, 2022. We discussed the importance of keeping the Board and membership apprised of our progress as we go, and we will be working on ways to distribute that information for full transparency.

The committee also had a joint meeting with FairCARE on January 27. We discussed how conflict resolution fits into the Bylaws. We agreed that this is primarily in the purview of the Guidelines, as they are our operational policies, but that there may be an organizational policy piece that belongs in the Bylaws.

The next Bylaws Committee meeting is scheduled for February 22, 2022, at 6 pm. The meeting link is posted on the dot net site calendar. Our meeting minutes are posted on the dot net site under BoD Committees & Work Groups, Bylaws Committee. If you would like to give feedback or receive information, our email address is [bylaws@oregon-countryfair.org](mailto:bylaws@oregon-countryfair.org).

**Path Planning:** Path Planning met on January 16. The applicant members, Ann, Stephanie, Michelle and Wren, were in attendance. Childcare joined the meeting as guests to discuss space options for expansion and safety in the coming Fair. This effort will continue.

The committee has created a new subcommittee for ADA accessibility.

Discussions about wayfinding and path population and congestion were held.

The next Path Planning meeting is scheduled for February 20, 2022.

**LUMP:** We met in January and Anna gave the Land Acknowledgement, borrowed from LCC.

During the Fixed Asset Committee report, we identified the former grapevine area as most appropriate for the compost slab. Kirsten notified Alexis and Kirk, and Dennis will take our motion to Fixed Assets.

Our 2022 work plan will include:

February: Continue discussions of controlled burns, adaptation to climate change, and gray water recycling. Dennis will invite Fire Crew.

March: Plan for loss of Upper River Loop to erosion.

April: Revisit staff parking on site. Plan for more facilities and camping for Elders.

May: Discuss developing Outer Lim-

its campground

June: To be determined.

Some of our proposed 2022 meeting dates (which are 2/15, 3/15, 4/12, 5/10, 9/13, 10/11, and 11/15) conflict with Bylaws Committee meetings. Lisa will talk to Bylaws.

During our discussion on the loss of River Loop, we clarified that our intent is to offer options to Path Planning, who will need to make decisions.

Ann gave us information on TEK (traditional ecological knowledge) during our discussion of controlled burns.

**Committee Best Practices Workgroup:** The workgroup met twice in January and asked Board Liaisons to survey the committees with how the Best Practices Manual is being implemented.

**Elders Committee:** The next Elders meeting is scheduled for Thursday, February 24, 2022, at 7 pm.

AJ asked for an update from committees on the directive to post their meeting schedules and minutes on the .net site.

## Old Business

*(YouTube video 36:35)*

**Paxton moved and Sue seconded to appoint Ann Bennett -Rogers, Wren Arrington, Stephanie Head, and Michelle Abunaja to the Path Planning Committee.**

Kirk said these folks are excited and have fresh energy to bring.

Paxton said the committee needs members and there is a lot of work to be done.

**Motion passed: 12-0.**

**Lily moved and Sue seconded to approve the proposed 2022 Guideline changes as published on the .net site.**

Lily asked the Board to speak up if they want to take out any individual changes for further discussion, so the Board could do one vote for any changes that do not need additional review.

Ann supports the changes, especially for childcare and non-retaliation.

Lisa asked for further discussion on non-retaliation, grievances, and hate speech. She mentioned that a recent Bylaws change would need to be updated in the Guidelines. Lisa also has a question about the barter fair.

Lily and Sue agreed to Lisa's request.

**As amended, Lily moved and Sue seconded to approve the proposed 2022 Guideline changes except the first, second, and fifth proposals, as published on the .net site.**

**Motion passed: 12-0.**

**Lily moved and Spirit seconded to approve Guideline proposal 1 to add:**

**Non-Retaliation: The OCF does not tolerate retaliation against anyone who in good faith reports possible violations of the law or the code of conduct, questions on-going or proposed conduct or participates in an investigation conducted by the OCF. Retaliation can include, among other things, removal of camping pass, membership, or dismissal for raising a question or speaking up in good faith about a possible violation of the code or law. Members (or others) who retaliate or attempt to retaliate against anyone who reports a concern in good faith, or cooperates with an investigation, are subject to discipline up to and including loss of camping pass or membership.**

AJ asked who would be responsible for the consequences of a member who has attempted to retaliate.

Lily said the Fair needs this policy, and it is an important piece in creating a safe community. The FairCARE workgroup has this topic on their to-do list, and it will come before the Board as a policy.

Spirit agreed this needs to be policy and supports adding it to the Guidelines.

Lisa said we need a whistleblower and non-retaliation policy, and thinks this is a good start. However, she thinks it needs more work and deserves more attention and consideration.

Sam also said this topic should go to FairCARE for more review. He feels we do need to address how volunteers give or rescind passes in a retaliatory way, and retaliation is a complicated topic to create a policy for. He would like more work on this before he will support it.

Paxton said he hopes this topic can be reviewed by more committees, and agrees with Lisa.

Hilary said every nonprofit needs a whistleblower policy and this is a good start. The Guidelines are much more widely distributed than any other policies we make. We should be looking at other nonprofit policies as this is a big topic, but this is a start and we can

update the Guidelines as we progress.

Sandra asked if we have other retaliation verbiage in any other documents available to Fair members. Lily said there is anti-retaliation in the current grievance process and the document is available.

Jon S. thinks how one defines retaliation needs to be clear. The policy seems to say it could be somebody above you who gives out passes, but what about indirect retaliation. He is not sure about membership being included in retaliation since the Board can remove members.

Peaches is torn because policy should be set by the Board, it is on the FairCARE list, and things take time, whether we intend them to or not. The Guidelines can be updated as we create policies. She sees both sides to the argument.

Spirit agreed that this is a good start and as with any complaint, we have other resources to guide us such as the grievance process and going to management. Spirit said it is needed and supports the proposal.

AJ said it is important to pass this, and it can also be updated with further work.

Lisa said in addition to the grievance policy, anti-retaliation is also in the employee handbook. An overall whistleblower policy for the organization needs to have officer review and a well thought-out policy, instead of a scatter-shot approach. Lisa appreciates Glenn for bringing the guideline proposal forward.

Sam said the definition of retaliation in the proposal is not clear. He said it should distinguish what retaliation is, and what it is not. He hopes that FairCARE can work on it more to fine tune the verbiage.

**Motion failed: 6-6; Lily, Lisa, Jon S., Peaches, Paxton, and Sam opposed.**

**Lily moved and Sam seconded to approve guideline proposal 2 regarding the new grievance policy passed by the Board in August 2021.**

Lisa asked to add a disclaimer that White Bird services are available only during the event, and to include the contact information for their crisis hotline. Lily and Sam agreed to a friendly amendment.

**As amended, Lily moved and Sam seconded to approve guideline proposal 2 regarding the new grievance policy**



**passed by the Board in August 2021. A disclaimer will be added to read: White Bird services are available during the Fair only. For services during the rest of the year, contact the White Bird Community Crisis Hotline, available 24/7. Call 541-687-4000 or toll free 800-422-7558.**

Jon P. said part of it skips the pre-grievance process and asked for more explanation.

AJ asked why we're at this point, and said it seemed to be an operational issue. He does not support the current motion.

Lisa said it is needed because licensed professionals have been contacted up to six months after the Fair for services related to things that happened at the event. It is inappropriate, and it needs to be clear what their obligation is.

Lily said the reference to White Bird under this guideline topic has been there for many years.

Peaches supports the motion, indicating it helps clarify available resources outside of the event time.

Jon S. said the diversity consultants made a number of recommendations about how issues around marginalized folks should be addressed. He hopes operations management will consider those.

**Motion passed: 11-1; AJ opposed.**

**Lily moved and Sam seconded to approve Guideline proposal 5 to update the Code of Conduct to: The OCF is committed to the principles of non-violence and non-discrimination. Hate speech; verbal threats; or mental, verbal, physical, or sexual abuse will not be tolerated and can be grounds for suspension or removal from OCF's property, volunteer positions, committees, or other OCF activities.**

Lisa P. supports the change, but asked if it could also include emotional abuse. Lily and Sam agreed to an amendment.

**As amended, Lily moved and Sam seconded to approve Guideline proposal 5 to update the Code of Conduct to: The OCF is committed to the principles of non-violence and non-discrimination. Hate speech, verbal threats, or physical, sexual, verbal, mental, or emotional abuse will not be tolerated and can be grounds for suspension or removal from OCF's property, volunteer positions, committees, or other OCF activities.**

Paul asked about written and social

media threats. Lily thought those would be included in verbal threats, and Lisa P. concurred.

Heather asked who decides what mental abuse is.

Hilary said it should be more clear what abuse or hate speech is, because it can be subjective. She thinks it needs more work.

Lucy said abuse is determined by the person on the receiving end. Otherwise, you get gaslighting and further abuse.

Grumpy said if you are trying to define what abuse is, then say all abuse is not good. It is going to have to be a complaint to the management team that would be dealt with as objectively as possible.

Emma supports adding emotional abuse.

Dani supports adding emotional abuse. She questions what is considered abuse on social media.

AJ feels some of the verbiage for what is considered abuse is subjective.

George thinks about how we will prosecute when someone violates a Guideline and what actions are we going to take. He feels like Guidelines are violated over and over again with no further actions taken.

Sam feels it is important to add non-discrimination. He feels mental and emotional abuse are in the same category, according to law. It is important that someone be able to make a grievance, and this is just adding to what is already in the Code of Conduct.

Spirit said we are having a hard time with our Code of Conduct right now, and does not like piling on more verbiage until we can determine how to enforce it. She appreciates the grievance process, but said it still needs more work. She feels this needs more work by FairCARE.

AJ asked for a friendly amendment to remove emotional, since mental is already included. Lily declined to amend the motion.

Jon S. said how will someone know the legal definition of abuse when they read this. He said he has not been able to find a definition for hate speech. There is more clarity needed, at some point in time. People are not going to know verbal abuse includes written just by reading it. He suggested saying threats of any kind.

Sam asked Lily if she would be OK adding written threats, and she agreed

to an amendment.

**As amended, Lily moved and Sam seconded to approve Guideline proposal 5 to update the Code of Conduct to: The OCF is committed to the principles of non-violence and non-discrimination. Hate speech, verbal or written threats, or physical, sexual, verbal, mental, or emotional abuse will not be tolerated and can be grounds for suspension or removal from OCF's property, volunteer positions, committees, or other OCF activities.**

**Motion passed: 8-4; AJ, George, Sandra, and Spirit opposed.**

**Lily moved and Colleen seconded an amended version of January's motion concerning the Diversity Committee:**

There is much work to do to make the Oregon Country Fair more welcoming to members of marginalized communities. This work requires a collaborative working relationship between the Diversity Committee, Board, officers and the membership. Incidents at the December 6, 2021, Board Meeting require that the Board respond in an equitable way to improve committee processes.

**Therefore:**

**1. The Board directs Board liaisons to ensure that the Diversity Committee follows the most current Committee Best Practices Manual essentials and recommended practices.**

**2. A Board liaison will be present at committee meetings. All committee open meetings held online will be recorded, held by the Board President and available for Board members by request, and used to verify the functioning of the committee. In addition to permitted reasons for closed sessions as listed in the Committee Best Practices Manual, the Diversity Committee may also hold closed meetings in the instances when the DC is asked to assist with a sensitive situation, with the approval of the Board liaisons and the Board president. Minutes will be reviewed by the Board liaisons and the president prior to publishing and will be included in the Board packet. Closed session minutes will include members present, topics discussed, and decisions made, and will be submitted to the president of the Board to hold confidentially. The OCF Board is responsible for the proper functioning of committees and may attend any com-**

mittee meetings.

**3. All Committee reports to the Board of Directors will be included in the Board packet and delivered in the OCF Board meeting by a Board liaison or the president.**

**4. Committee facilitators and Board liaisons will be responsible for maintaining the expectation that all present at committee meetings adhere to the Code of Conduct and will set and ensure the expectation that each member of the committee and other individuals, whether present or absent, will receive respectful and equitable treatment.**

**5. The OCF Board continues to value collaboration and will engage with the Diversity Committee in a facilitated process to establish a working relationship to further the work of diversity, equity, inclusion, and transformative justice.**

**We acknowledge that the events of December 6, 2021, were damaging to this community, and we are hopeful that with these new committee processes we will embark on a new chapter of diversity work. The OCF remains committed to changing our culture to be more welcoming to diverse communities and the Board is excited to lead this effort.**

Mark P. asked if membership would have access to the meeting recordings.

Lily replied to Mark P. and said at this time, it is not included in the motion.

Emma feels any motion passed tonight should not be punitive in nature. It should come from a place of equity and two-way accountability to facilitate collaboration and a healthy working environment. Emma supports some of the motion, but not all of it.

Grumpy questioned the confidentiality part and opposes it. It appears that you can make something at one of these meetings totally secret.

Andrew does not think the motion goes far enough in terms of what happened at the December 6 meeting. He does not trust the Diversity Committee, and is concerned that Board liaisons support the apology letter from the committee. He feels we need a complete reset with how we move forward with diversity, equity, and inclusion.

Britania said the Diversity Committee was not brought in to collaborate on this motion. The committee should be at the table for the whole process. She said

the recording directive should apply to all committees. This motion does not address the valid reason the committee made their presentation, and highlights the needs of those in positional power. It does not address the needs of marginalized folks on the committee or the others they represent.

Iana appreciates the effort that went into this, but said the committee's presentation was advocating for marginalized people. The intent was not to be bad for the Fair. She hopes the motion will focus on the December 6 events, and that it is tabled for more discussion with the committee.

Kathryn expressed concerns with the motion, saying the committee threatened the 2022 event and the Board has a fiduciary responsibility to not cave into the committee's demands. The committee has eroded the trust of membership.

Allain asked the Board to review the Board liaison policy created in 2011. She would like the Board to appoint a new Diversity Committee and new liaison. Responsibility for the committee going off the rails can be placed on the professionals on the committee and the Board liaisons.

Jeannie said there is much to learn from the past few months, and one of them is mediation. There has been a lot of accusations on social media, and these are very heavy times with the pandemic and not seeing each other's faces. We need the voice of the Diversity Committee and we need mediation.

Lucy said there are many nuances to being a diverse and inclusive community that operates collaboratively and cooperatively. She feels the Diversity Committee is being impacted adversely.

Hall feels leadership is moving in the wrong direction, and feels the committee should be shut down. We need to find a new way to achieve our goals. This motion is the best way to try and have better supervision and communication.

The Board discussed if the meeting should be extended, or if the motion should be tabled until next month.

Colleen moved and Paxton seconded to extend the meeting by 15 minutes.

**Motion failed: 6-6; George, Lisa P., Jon S., Peaches, Sam, and Sue opposed.**

AJ asked for a point of privilege, and expressed that the membership and the

Board needed more time for comments. Lily said we were out of time, and the Board voted to end the meeting.

**Spirit moved and Colleen seconded to extend the meeting.**

**Motion failed: 6-6; George, Lisa P., Jon S., Peaches, Sam, and Sue opposed. The motion is tabled.**

### **New Business Items** *(YouTube video 2:16:15)*

Update credit card signers.  
Caretaker and potential conflict of interest.

Capital expenditures and ticket sales.

### **President's Peace** *(YouTube video 2:17:42)*

Lily said the President does not have authority to extend the meeting. We will continue working on this and should assume good faith with everyone involved. Our processes need to be fixed. Our relationships need to be fixed. The Board needs to have better control over Board meeting process, committee process, the Code of Conduct, and the way we treat ourselves and each other.

The next scheduled online Board Meeting is Monday, March 7, 2022, at 7 pm.

Future Board meeting agenda items:

Elmira Grange Botanic Festival — request to redirect funds

Address issues with Diversity Committee

Move that the Committee Best Practices Work Group explore creating requirements for committees including the following:

1. Permitted reasons and processes for committee closed sessions including notification of the Board.

2. Assure committee agreements and processes are in line with OCF Code of Conduct and Committee Best Practices.

3. Perform an annual evaluation of the committee's mission, charter, and processes for Board review, with the assistance of the Board liaisons, prior to the annual meeting.

Further, the Committee Best Practices work group is directed to:

1. Recommend a clear process for



addressing and evaluating committee performance.

2. Add to the Committee Best practices manual that committee facilitators and Board liaisons are responsible for maintaining the expectation that all present at committee meetings adhere to the Code of Conduct and will set and ensure the expectation that each member of the committee and other individuals, whether present or absent, will receive respectful and equitable treatment.

3. The CBPWG should recommend a clear process for addressing and evaluating committee performance.

4. Explore policies and practices regarding the recording of committee meetings and the approved ownership, dissemination, and uses of such recordings.

DEI Census: Endorse conducting a diversity census of the OCF.

Funding for DEI Inclusion Efforts: Authorize Executive Director to pursue funding for the Fair's Diversity, Equity, and Inclusion efforts from the Spirit Mountain Community Fund, Siletz Tribal Charitable Contribution Fund, Three Rivers Foundation, Collins Foundation, Oregon Community Foundation, Cow Creek Umpqua Indian Foundation, Chambers Family Foundation, Meyer Memorial Trust, and any other foundation, trust, or giving organization that she deems appropriate.

DEI Grant: Letter of Interest

DEI Reparations Motion:

Move to establish an ad hoc Board committee to examine the question of whether the Oregon Country Fair should make reparations to First Nations peoples for the Fair's current ownership of land stolen from them and to make recommendations to the Board. The ad hoc reparations committee is to be comprised of the following:

Up to six Fair members or participants who are descendants of the First Nations peoples who occupied or used the land that the Fair currently owns.

Two Board members

A Co-Treasurer or their designee

The Executive Director or their designee

One member from the Diversity Committee

A member of the Archaeology Crew

or Archaeology Committee who has professional experience interacting with First Nations peoples in Oregon. In its deliberations the ad hoc reparations committee will consider the following:

Whether reparations should be made including the question of whether ownership of the land should be transferred and

If reparations are to be made, in what amount, in what form, to what entity or entities, and over what time period they should be made.

The ad hoc reparations committee will strive to report back recommendations to the Board of Directors by the August 2022 Board meeting.

Confidentiality policy review:

From Employee Handbook (p. 3), 2.3 Confidentiality — It is the policy of OCF that employees, Board of Directors (BoD) members, and related committee members will use prudent discretion in matters where confidentiality is appropriate. This includes, but is not limited to, personnel, real estate transactions, grievances, legal issues, and other matters where breach of confidentiality may influence the outcome of sensitive issues.

From Social Media Policy Confidentiality: Confidential information is never to be shared on any social media programs or forums. This may include, but is not limited to personnel matters, legal issues, property acquisition, safety protocol, grievances or disputes between members that can be or are being addressed by existing processes, including mediated issues or details of restorative justice plans. Reporting parties will be informed that when requesting a response/resolution from the Management Team (paid managers and BUMs), the matter is confidential. All parties must agree to refrain from comment on social platforms until the process is complete. (Approved by the Board of Directors on March 5, 2018.)

Social media policy review.

Diversity Committee fact finding.

Update credit card signers.

Caretaker and potential conflict of interest.

Capital expenditures and ticket sales.

