



FAIR FAMILY NEWS

OREGON COUNTRY FAIR  ONE CREATIVE FAMILY

VOLUME 29 ISSUE 10 MARCH 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](#).

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

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

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OREGONCOUNTRYFAIR.ORG (EVENT INFO)

OREGONCOUNTRYFAIR.NET (BUSINESS SITE)



*Happy
Birthday
Aries!*



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!

Personnel Policies Committee Seeks New Members!

Please submit letters of interest to: personnelpolicy@oregoncountryfair.org.

We are looking for:

- Experience in a Human Resources focused role preferred
- Fair experience/participation
- Must embrace diversity, inclusion, and belonging
- Include relevant skills you would bring to the committee

FFN POT O' GOLD

Michael "Yen" Ottenhausen
Mary "Doubloon" Doyon
Suzi "Pound" Prozanski
Mary "Euro" Callaghan
Daniel "Dollar" Cohn
Brad "Bitcoin" Lerch
Niki "Franc" Harris
norma "shekel" sax
Kim "Peso" Griggs



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





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.

2022 EVENT HEALTH & SAFETY PLAN

*CLICK
here*

VACCINATION VERIFICATION INFO

*CLICK
here*

- STARTING MAY 1 VACCINE VERIFICATION WILL OCCUR ON SITE ONLY -

PRE SCREEN NOW! SEND YOUR VACCINATION RECORD TO [SAFETY@OREGONCOUNTRYFAIR.ORG](mailto:safety@oregoncountryfair.org)

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

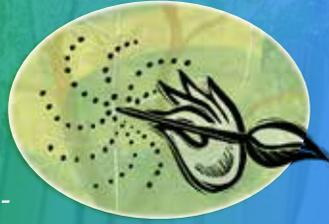
The full Board motion on this subject can be found in the minutes on pages 20-21 of the [November 2021 Fair Family News](#).

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 FFN,

OCF needs to take a reflective stance and acknowledge that there is work to do internally. There is a need for reflection and to consider ways of being more inclusive across all sectors and recognizing harm to BIPOC and LGBTQ+ peoples, communities, and cultures.

I began attending Diversity Task Force meetings at their invitation in 2015. I have helped recruit new members to the task force and participated in the learning opportunities. The committee was planning a learning opportunity when the COVID restrictions were implemented. I participated in the Board work session in 2020 (<https://oregoncountryfair.net/7-20-20-board-working-assembly-on-diversity/>). I assisted in writing the Black Lives Matter Statement. Only the committee was willing to do the task over numerous meetings and then had this statement watered down. This is a very personal issue for me as I am friends with the family of Matthew Burroughs, who was murdered on January 2, 2019, as an unarmed Black man by police in Ohio.

OCF must prioritize anti-racism education for its members. The OCF should create awards to recognize outstanding commitment to OCF for BIPOC and LGBTQ+ volunteers. We should develop relationships with organizations that focus on uplifting or sharing anti-racist values. We need to make our activism an integral part of the OCF and outside the OCF.

Currently, the Diversity Committee is being vilified on social media. Hard-working and well-qualified volunteers are having their qualifications questioned. Years of work toward the mandate that the Board of Directors gave this committee is being ignored. The December meeting is not the first angry Board meeting. I have witnessed people yelling over the Board as they speak; chanting negative tunes; people jumping onto tables, and Indigenous women who spoke, threatened.

Thank you,
Ann Bennett Rogers
Archaeology Crew, Diversity Committee





Working Sweep and Security

by Mary Barton, Elder

My first two Fairs, starting in 1976, were spent in the Child Care booth with my husband, Dave Barton and children: Chris, age 6; Jenny, age 3; and Crystal, age 6 months. The booth was located off Main Stage

with only ropes around for a fence. Someone put up a tipi and Dave brought in a flatbed truckload of sand for the kids to play with. I always thought it was funny to bring sand to the river bottom there, but it provided hours of fun for the kids.

We didn't have any sign-in during those years. Parents just brought their kids and left them with us for a while. It was nice and shady and we could hear everything broadcast from Main Stage.

One time a young couple dropped their 6-month-old baby girl off with us with only a diaper on. They didn't come back for hours. It started to get dark and chilly. I put one of Crystal's diapers and onesies on her and I had enough milk to feed her. She went to sleep and I went to the Main Stage Info Booth to ask them to contact Denny Guehler and have him announce: "If you have a child left in Child Care please come and get them. Child Care is closing." The parents showed up around 10 pm. Mom was very distressed. Apparently, they had temporarily forgotten they even had a child. Fair fun can do that to you.

Looking back on it now, it's hard to believe things were so freewheeling and loose then. I did have CPR and First Aid training and was totally into having kids around all the time, so it worked out. It's funny to think that there is a Fair Family person out there who would be 45 years old now and we have that bond from those few hours in Child Care.

The next year Stephen Cole asked me to be on his Security Crew working the front gates from 6 to 10 am. My husband Dave didn't really like the Fair — too many people for him — so I said sure. Dave was much happier staying at home with the dog. It's funny that the Fair became so much a part of my life. I still have dreams about walking the paths. I started camping with other Security folks in Glenwood Camp.

Working the Bus Admissions gate at that time of the morning meant I mainly encountered Fair Family going about their normal business. Once in a while we would have someone come from inside the Fair looking for the way home. There was one teary-eyed woman who

showed up wanting a ride home on the bus. Her friend had left her behind the night before, her phone was dead, and somehow she evaded the Sweep. I talked with her, sat with her and got her on the first bus going back to Eugene.

Another time there were four boys who showed up from inside. Their parents had dropped them off the day before and now, as the first sun was slipping up through the parking lots, they were cold and hungry. No coats. No money. No phones. I gave them 20 bucks; they went and got breakfast and were more than ready for the bus back to Eugene at 9:30.

Working near Main Camp in the days before on-line ticket sales, I had to make sure the treasurer inside was safe with their big stash of cash from entrance fees the day before. That required monitoring down the path on Snivel Lane. I got to meet all the high mucky-mucks first thing in the morning.

People would sometimes show up at the gate with their "story" of why they had to get inside. "Oh, I'm so sick," he said. "I have to go to White Bird." I was sometimes too gullible and offered to walk with him back to White Bird. On the way he did gag and retch as we passed the pooper pumpers and the garbage trucks. Later that afternoon I encountered him in line at one of the food booths and asked if he was feeling better now. Ha! He knew what I was saying.

Things became much easier for us once we had wristbands. They were clunky and plastic in the early days but have since become more skin-friendly. Now all we have to do is hold up our banded wrist and people remember to show their banded wrist from under their shower towels or from behind the cart of produce they are bringing in for the day.

Stephen Cole went on to become the Admiral of the OCF Navy, doing Security patrol from a canoe along the Long Tom and Jeff Turk took over as our Admissions Crew leader. Before the Dragon Gate and the fence into Crafts Lot were built, we had a harder time patrolling our area. Bus Admissions hasn't changed much but we don't have to secure large sums of cash anymore.

Dick Stewart was always up and about in that area early in the morning, picking up bits and pieces of trash all around Recycling and the entrance to Main Camp. It was good to see him every day.

Our old tree-planting friend Virginia Sands would stop by our gate every morning after getting her breakfast at

continued on page 6

**Fair fun can do
that to you.**

FAIR MEMORIES *continued from page 5*

Original Dan's. She would sit on the hay bales, eat and visit before going to her shift in the Dragon Tower, Fair Central, on the radio at 10 am. Always a hoot to visit with her.

Every Security person was required to work at least one shift on the Sweep, starting a 6 pm at Watergate. I usually chose to do the Saturday Sweep because that was the hardest. Everyone wanted to stay for the Midnight Show. I've only been to one Midnight Show myself; I'm a morning person.

Just before Fair, Security was required to attend the Crisis Intervention Training given by Zak Schwartz. What a great opportunity to learn. Years later my employer — the U.S. Forest Service through Angell Job Corps in Yachats — hired Zak's company to come teach us how to "deal with difficult people." This training has benefited me throughout my life.

In the early days we started the Sweep with the Peach Truck. It would come into the Main Stage Meadow to fill all the wooden water barrels. This was before we had the wonderful underground water system. We would hold hands, connect with the water truck and make our way through Main Stage sweeping the area. "The Fair is closing. Please exit that way." It was a fairly grim affair until some musicians joined us. What a change! I started dancing along in front of the Sweep and it became much more fun. Just flow along, dancing and directing people to the exit. Since there was music, Fairgoers could hear us coming and get the idea.

Usually the crafters were happy to see us pass by. It meant they were finished working for the day, and would close up shop and go relax or recreate. They gave us smiles and thumbs-up.

Once in a while we would come to a booth with a person out front who appeared to be ready to purchase something expensive. Usually it would turn out to be a friend that the booth person hoped to keep inside overnight. Once, I volunteered to stay behind the mass of the Sweep line and facilitate while the public person decided on their pretend purchase. They didn't buy anything and eventually agreed to move along ahead of the Sweep toward the gate. There was always another Sweep person watching from a discreet distance. Someone always had your back when you stepped out to act alone.

One time there was a belligerent drunk fellow backed up against the Long Tom River refusing to go on out. A

cluster of Sweep men with radios was gathered to the side, discussing the situation. Every time a man with a radio would come toward him, he would go off in anger, threatening and yelling. I went up to see if I could help. Sure enough, a nice happy lady taking him by the hand and talking with him respectfully was all it took. He walked with me, arm in arm out toward the parking lot, where I promised him there was another party going

on. The Sweep line could finally start moving again. We were so close to being finished after sweeping for more than two hours and dusk was settling in. Time to go home and rest up for a 6 am shift tomorrow.

Early on I was one of those who went behind the booths and checked things out. I saw a tent with six bulging backs sticking up. I unzipped the tent (they were surprised) and found six big teens huddled inside with no passes. Oh sorry, out you go. It was

like a game of hide-and-seek. As the years passed, I lost interest in searching through booth camps and stayed in front dancing with the music. One year I was finally able to afford one of those wonderful handmade brooms I'd been wanting. I ended up with the broom during sweep and got the tradition started of dancers carrying brooms ahead of the Sweep line.

Some people saw Security and Sweep as a function of power, but I always looked at it as a facilitating function. Most of it came naturally. (My sister says I can be bossy.) The one part I truly hated was sweeping all the drummers out from the Drum Tower. A large majority were men of color and no one had a wristband. I guess they didn't have friends in high places who could guarantee them a camping pass or they just didn't know the system. The Drum Tower has always seemed the heartbeat of the Fair. It was a real shame when people complained enough that the heartbeat had to stop at 10 pm.

Well, times change and we all do too. I'm not physically able to do all I used to so now I just help the Sweep get started and through Main Stage meadow, then I slip away. I still show up for my early Security shift because I'm always up anyway. It doesn't matter that I don't get a T shirt or food vouchers; I'm an Elder and not officially on the crew. They take care of me though and even took up a collection of food vouchers to give me. I have way too many T-shirts all decorated and fringed up; no one seems to mind that the year on them is not current. I love my job!

**Crisis Intervention
Training given by
Zak Schwartz...
This training has
benefited me
throughout my life.**



Fair Thee Well: Cathy Coulson-Keegan

With deep sadness we report that Cathy Coulson-Keegan of Touch the Earth Graphic Art Studio is now touching the Cosmos. She passed away on February 19, 2022, at the age of 80.

Cathy had sold her screen-print artwork at Booth 386 in the Oregon Country Fair for more than three decades, most of them with her husband, Bill Wright.

Cathy served on both the OCF Craft Committee and the Election Committee for more than 20 years. Cathy and Bill often helped count votes for the OCF Board Elections. In her avid dedication to Craft Committee, Cathy attended her last meeting from her hospital bed.

Cathy Coulson was born in the Bay Area of California on August 10, 1941, and grew up there. She graduated from the University of Notre Dame in the Bay Area with an Arts degree. Cathy grew up on the water and was an avid water skier. She attended many dances throughout her school years and her love of dance carried through her entire life. Cathy was often the first to start the dancing and last to leave the dance floor, even into her 70s.

She moved to Oklahoma with her first husband and had four children, Curtis, Casey, Marco and Teresa. Cathy and her husband found a beautiful piece of wooded land and raised their children

experiencing the wonderment of the seasons and the earth. While pregnant with her fourth child, she started her art career with pen and ink drawings of animals in nature. She traveled the states to many art shows and fairs exhibiting her artwork.

Cathy was an advocate for all things good for the planet. In Oklahoma, she was an active member of CASE (Citizens Action for Safe Energy), which successfully stopped the building of the Black Fox Nuclear Power proposed by the Public Service Company of Oklahoma.

It was in Oklahoma that Cathy began the practice of Tai Chi, which she enjoyed practicing anywhere and everywhere. Many may have seen her practicing the ancient flow at the Saturday Market and the Country Fair.

In the 1980s Cathy moved to Oregon after her marriage ended, and started selling screen-print art and ethnic clothing at her booths at the Saturday Market and the Oregon Country Fair.

Cathy married artist Bill Wright in 1991. At the time, Bill worked in stained glass and metalwork art and also sold his work through his booths at Saturday Market and the Country Fair. They got to know each other during Dream Group meetings at Eugene's Unitarian Church. "We fell in love with each other's dreams," Bill said.

In 1994, Bill and Cathy started sharing Cathy's Fair booth on Abbey Rode and began collaborating on art projects. Together they created handmade silk lanterns with Asian-inspired images of bamboo trees, flowers, water birds, and dragons. Cathy created the designs, they both contributed to the screen-printing, and Bill built the frameworks for the lanterns. Cathy also continued to screen-print silk prayer flags and other items with images of nature and inspiring quotations.

Bamboo has long been a symbol of good fortune in Asian cultures. "To some extent, bamboo leads



me,” Cathy told a West Lane News reporter in 2005. “It’s somewhat of a metaphor for my life.”

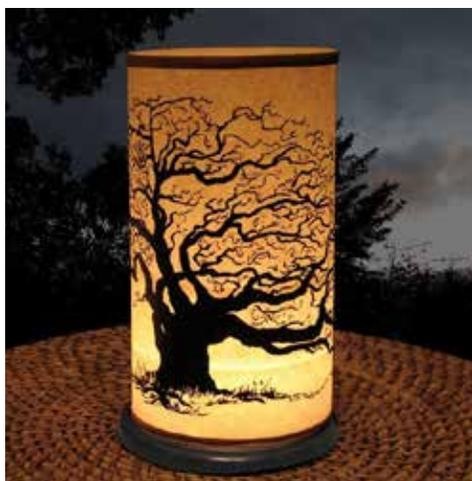
When Cathy and Bill first got married, they traveled a lot to craft fairs all over. For several years in the 1990s, they brought their artwork to wholesale markets in San Francisco and New York. But eventually they cut back to concentrate on the Eugene Saturday Market, the Holiday Market, the Oregon Country Fair, and occasionally markets in Seattle and Portland.

In 2001, Bill and Cathy bought a house in Veneta that had room for them to spread out their work. The previous owners had added on a big den, which Cathy and Bill outfitted for their screen-print studio. In the back yard, Bill and a friend put up windows and siding on an unfinished shop, then added good ventilation so Bill could use it for his welding studio. Out in front, Cathy planted a bamboo garden. Eventually they put in a pond with help from family and friends. For many an evening, Bill and Cathy enjoyed the peace of sitting out together in their bamboo garden, basking in the soft glow of their own handmade lanterns.

Cathy and Bill frequently donated Touch the Earth artwork to fund-raising raffles, including the OCF Spring Fling; the Saturday Market’s Kareng Fund, and numerous nonprofit auctions around Lane County.

In the early 2000s, Cathy and Bill created lanterns with a special “OCF Info” design that are still used to illuminate the Fair’s Information Booths at night.

After moving to Veneta, Cathy often volunteered as Grandma Bunny at the annual egg hunt held at Veneta. She would wear her homemade Grandma Bunny costume, hand out candy, and would pay close attention to help any child in find-



ing eggs. She called it the “no tears” job. Cathy also made sure all the children had toothbrushes and books from donations she would gather throughout the year. For many springs, Grandma Bunny made regular visits to the Saturday Market, as well. Cathy also served for many years on the Veneta Park Board.

Cathy had a mission at the Oregon Country Fair to bring more respect to the crafters. She pushed relentlessly to change the wording in the Guidelines and elsewhere to stop describing “crafters” as “vendors” and instead calling them “artisans,” “artists” and “crafters.” She would point out that they were not simply sales people; they were artists offering their artwork. The 2022 OCF Guidelines will be the first to completely incorporate those changes, a legacy of love from Cathy to her artisan cohorts at the Fair.

Cathy’s kindness inspired strong friendships and connections. Her light was always bright. She was tiny in size with an enormous spirit of love and acceptance to all.

As OCF Board member Sue Theolass put it: “Cathy’s spirit, her laughter, her sense of wonder and delight, and her artwork were all an inspiration to me. Her kindness and compassion knew no bounds, she loved everyone. I will miss her for the rest of my life, a life made richer for knowing her.”

A service will be held at a memorial bench Cathy bought that’s located on old Highway 101 between Humbug Mountain and Port Orford. Date to be determined. If interested in attending, call Bill at 541-935-9596 or email bill@earthsteps.com for more info.

A second gathering will be held at a later time, either in their bamboo garden by the pond, or else in the Touch the Earth booth during the 2022 Fair.



UNDERWRITERS

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: ffnunderwriting@gmail.com



Hi! I'm seeking booth space to vend my hand-carved and colorful marionette puppets. My work is inspired by fairytales and Tolkien and are attractively displayed. Happy to help build or repair the booth space. Skills include carpentry, kindness, optimism and heavy-lifting. Call or text Mat for more info: 503-720-8525 or <https://www.instagram.com/blacklanternworkshop/>

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 for more information.

Now on sale!
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WOW HALL

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4/8	Maria Muldaur
4/9	The Aquadolls & Sitting On Stacy
4/15&16	Furthurmore
8th & 4/21	La Santa Cecilia
Lincoln 4/23	mssv / The Bad Places
4/24	mehro
4/27	Sea Wolf & Matt Costa
All Ages 4/29	The Music of Cream
687-2746 5/7	Terrapin Flyer



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**BOARD OF DIRECTORS
SPECIAL OPEN MEETING
February 18, 2022 7 pm**

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

YouTube recording link:

[https://www.youtube.com/
watch?v=iX_bE-nRhbQ](https://www.youtube.com/watch?v=iX_bE-nRhbQ)

*(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, George Braddock, Jon Silvermoon, Lily Harmon-Gross (President), Lisa Parker (VP of By-laws 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), and Lynda Gingerich (Co-Treasurer). **Staff present:** Kirsten Bolton and Mark Malaska. **Absent:** Kimberly “Kimmo” Howard (Recording Secretary).

**Announcements
(YouTube video 2:00)**

Lily announced Cynthia “Peaches” Peachey has resigned from the Board of Directors.

Lily noted the Board met in closed sessions on February 8 for legal reasons, and February 18 for legal reasons and team building.

Sue said the Kareng Fund art bingo fundraiser scheduled for February

has been postponed until August.

AJ asked us all to soul search as a community and said we should never use the n-word. He also asked that discussions not continue referring to him as a token person. Out of respect, to move forward in healing, AJ asked for conversations around those things to stop.

Colleen said the Committee Best Practices Workgroup will be scheduling more meetings soon.

**Special Open Meeting Review
(YouTube video 2:15)**

Lily said the upcoming motion is in response to the December 2, 2021, Board meeting. She also wanted to speak to the recent meeting held with a Diversity Subcommittee and some of the Board members. While she knew some Board members were being excluded, Lily attended the meeting because of her commitment to more dialogue, and Board liaisons should be attending committee meetings. The OCF Bylaws does restrict committee or Board members from gathering for a meeting. The Board has put much work and compromise into the motion.

Lily expressed to other Board members that it might be hurtful to not invite all Board members to the sub-committee meeting, and suggested a smaller Board representation. Lily apologized to AJ, Spirit, and Sandra for the impact of her own actions, knowing the importance of having a unified Board. She also knows that smaller group sessions are where much of the work and editing processes get done. Lily believes the small group meeting is an avenue for member participation.

Lily read the following statement:

“I’d like to start tonight by announcing that Peaches resigned from the Board, effective last week.

Peaches, thank you for your service to this organization, and for your dedication to your Board and committee work. It’s been an honor to sit on this Board with you.

Colleen, Sandra, and I called this session, pursuant with Bylaw Sections 3.3 and 4.4 in order to dedicate time to the motion that has been left unresolved at the last two Board meetings.

The motion on the table is a response to events at the December 6 Board meeting, but I am aware that there are more recent events that have captivated the community and I’d like to speak to those for a moment.

Earlier this month, I, and eight other Board members were invited by a subcommittee of the Diversity Committee to participate in a meeting to discuss the tabled motion. Sam and I, as Board liaisons, had discussed the importance of dialogue between me, as the maker of the motion, and the Diversity Committee. When Sam posed that idea to the whole Diversity Committee, the committee found it to be more appropriate for the subcommittee on committee composition to be the venue of the conversation. Though there are no guidelines in our Bylaws that dictate how committee or subcommittee meetings are called, and who should be invited, I felt that inviting most Board members and excluding others would be divisive and hurtful. I, and other Board members who received that invitation had an email discussion about the fact that it may be hurtful. Ultimately, I chose to attend the meeting for three reasons: I believe in dialogue and relationship building; I am a new liaison to the Diversity Committee, and it is the (so far informal) wish of the Board that the liaisons be present for all committee meetings; and this motion is important — the Board has

put a lot of work into this motion and the compromise it represents, and I felt it equitable and crucial to allow the Diversity Committee members on this subcommittee the opportunity to dialogue with me about the motion since they were on record as saying it felt too punitive. I needed to understand more of their thinking before finishing my edits of the motion between the January and February meetings.

I do not intend to make excuses for my actions, but rather offer explanations for why I participated in a meeting called by others that I was concerned might be hurtful, and which some of my fellow Board members and the membership find suspect. Speaking about motions in committee meetings, and in smaller work groups, is the way much of the editing process gets done — this is normal Fair business. Many other committees work in this way, and I do not want that avenue for member participation to be curtailed. I did suggest that the Board send a smaller representative group of committee members and liaisons to the DC subcommittee, but that idea was not widely supported.

I have already apologized to Spirit, AJ and Sandra in other fora, but I'd like to reiterate that sentiment again tonight. To the three of you, I'm sorry for the impacts of my actions. I was aware that this might be divisive, but I did not foresee how significantly this created an "other" group among the Board. We as a Board need to be a unified body, even when we disagree, and in order to serve this organization best, we need to build trust and collaboration. I apologize for not taking a stronger stance to prevent this damage from occurring. I am truly sorry for the pain this has caused to you as individuals, and the ways in which you feel this has prevented you from fulfilling your duties as a Board member. I would

also like to extend an apology to the membership for the whole situation, especially as it has made you feel as though there was not enough transparency in the highest leadership of the organization, and for the disruption this has caused to our community in a time that we should be coming together to prepare for our essential event.

I have learned from this conflict, and while I can assure you that it was not in violation of our Bylaws or the Oregon State Statutes governing nonprofits, it was still the wrong way to engage with the committee. My intention was not to be secretive; it was to roll up my sleeves and to get to work, with as much feedback as I could gather. I am committed to creating better processes to prevent these kinds of harms from happening again.

I would call for us all to remember that any of us is able to make mistakes. It is the lessons we take from those mistakes, and how we will incorporate that into our lives going forward that is important. Forgiveness is an essential part of working in community.

We have something really huge in front of us. We're going to have an in-person Fair for the first time in three years. Main Camp will begin in just over 90 days. This organization deserves us to get to the business at hand. The Board has other crucial time-sensitive business coming up in March. We are planning to come back together on our land, working as teams and crews and booths to tend our spaces, to nurture the growth of our fairy forestland and open our gates and arms to the folks who come to enjoy the magic for the day. The land needs us to come together in work parties. The projects necessitate us working shoulder to shoulder with our crewmates. The paths call us to our booths. Let us practice resilience. Let us celebrate

our strengths instead of our occasional disagreements.

There will be more time to work on how we communicate and how we strike forth at resolving this conflict. There are already wheels turning to begin that work. And so now I choose to be solution oriented. Those of you who know me, know I believe in relationship and compromise, and I hope that there are more of you out there who value the same things. Peace building requires of us to extend an olive branch even when it feels like doing so will take the last bit of energy we have left.

We are so lucky to have this event as one of the foundational parts of our lives. I know I am. For my whole life, it's been the place I come back to year after year to check in with myself about who I am, and how I want to interact with my chosen community. It's a festival, it's a family reunion, and it's a spiritual recharging. I'm sure that is the case for most of you out there. We have the opportunity to create a magical party on land we own and steward, and invite thousands of friends. How lucky are we?"

Old Business:
Diversity Committee
(YouTube video 13:45)

Lily moved and Colleen seconded an amended version of the Diversity Committee motion:

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 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 all committees follow 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, the recording to be held by the Board president and available for Board members by request, and used for the sole purpose of supporting 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 committee 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. 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 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.

Coyote asked for examples of “a sensitive situation” where the Diversity Committee would be the only and most appropriate resource to give an assessment.

FireDIC said everyone has best intentions, but it still means we must be responsible for our conduct. He feels the entire organization was attacked and threatened by the Diversity Committee at the December 2021 Board meeting, and that they continue to rationalize their behaviors and argue they can exclude members they accuse of wrongdoing. The recent subcommittee meeting with only some Board members was hurtful and unethical. FireDIC said the Diversity Committee has repeatedly stood by their actions that have led to this motion. What is the point of overseeing a committee with people who refuse to take any accountability and are unrepentant about their conduct?

FireDIC said the current Diversity Committee approach should be dissolved and start anew with a group that is receptive to diverse views from the membership and will seek to unify us. Every Board member who participated in the subcommittee meeting and/or kept it secret should recuse themselves from these decisions or pause the Diversity Committee and seek a third-party review.

Brooks said he has worked his whole life to dismantle racist and supremacist structures. He said it has been deeply damaging and dehumanizing how people in this organization have repeatedly accused him of being racist. As a gay man, he has been a victim of hate speech and said it feels like a deep bone-chilling injury. Folks in marginalized com-

munities say they do not feel safe with the Board, the Diversity Committee, or among membership.

Brooks said it is scary that anyone should feel the need to defend their humanity to this Board, especially for an ostensibly liberal organization like OCF during a time of rising white supremacy and fascism in our body politics. Why should the Diversity Committee be called out for talking over the Board president or disregarding meeting processes, when others in positions of power are doing the same? The work of creating equity, including folks, and achieving diversity at all levels of the organization is our number one stated goal at OCF.

Brooks said the work can be painful. He hopes we can all see and have empathy for those who are in pain right now, and apologized for his role in pain caused. He is engaged in OCF processes to be accountable for his own actions. Brooks said it is imperative for the Board to lay out a pathway to healing for this organization. One that holds accountability and justice for all.

Martha suggested amending the motion to include that the Board and Diversity Committee re-examine the mission of the committee. There seems to be a big gap with the mission and what the committee stated at the December 2021 Board meeting.

Lawrence said having previously served on the Board, he knows there is usually more going on despite best efforts to be transparent. He is pained by what he called “the same old stuff,” such as former coordinators calling for a recall, which he said does not seem terribly productive. Lawrence encouraged us to take a deep breath, and said we are largely a community of goodwill that wants to do good things.

Tina feels also that there is more going on than she may know, and

does think Facebook is an appropriate place to have these conversations. There are varying perspectives about what happened at the December 2021 Board meeting, and she said it is inappropriate to expect higher standards of marginalized people than of others, especially with such distinct power inequities. Tina supports the Diversity Committee.

Heather S. said regardless of different opinions, we need to do something about the real-world damage done by allowing these situations to be presented and argued ad nauseum in Facebook groups. Social media drives political polarization, and it is pure folly to think our community has been unaffected.

Jeffrey said the motion does not go far enough. Having been on committees in the past that have failed, he feels it is appropriate to put the current Diversity Committee on hold. If diversity, equity, and inclusion were not on the radar before, they certainly are now.

Heather K. said this conflict is not old, and there are not two sides that have done wrong. The Diversity Committee made threats because they were upset two staff members were let go. Does the Board believe that was the committee did in December and since then is really OK, or is the Board afraid of the committee?

Heather replied to a comment Sam made in a published statement saying, "we are all afraid." She said she is pissed, and if afraid it is because the Board will do nothing to deal with the petulant kicking and screaming in the middle of the living room floor of our family home.

Jon Steinhart said he is opposed to the motion and asks it to be withdrawn because it is performative nonsense instructing the Board and liaisons to do a job they are already supposed to be doing. The motion also does not deal with any of the

actual issues.

Jon Pincus said the Board needs to get back to having open governance as its standard. There cannot be business at secret meetings, especially meetings that other Board members are not invited to. No Board member that we voted in should be disenfranchised or excluded for any reason, regardless of your own opinion. He does not agree with recent Bylaw changes that allows for closed governance. Unless for legally required circumstances, there should be no closed committee or Board meetings.

Ann said people were rowdy at Board meetings before they changed from operational to governance. We all need to address the institutional and systemic racism, and do it equitably.

Kara said as a marginalized member of the Fair community, she is both afraid and angry to see the white supremacy culture alive and well in the Board. The way this motion has been presented is unethical and burdens marginalized committee members and does not consider the ways in which DEI work requires confidentiality. The way it has been presented on social media is unacceptable. We must require the Board to work with additional consultants to provide best practices and DEI when it comes to creating change in an institution.

Ed said the last few years at OCF have been the most difficult in decades, especially with COVID. We are looking at five months until our event and our volunteer network is of critical importance. Ed supports the other motion to conduct an investigation into what happened, and we should cancel our event if not. He said he was shocked and embarrassed by the Diversity Committee's actions and the trust has been eroded. The only way to get trust back is truth.

Woody opposed the motion, but

expressed favor in non-actionable listening sessions with the Diversity Committee, Board, and membership with a moderator.

Jeff E. worked with the Diversity Committee for the 2021 Virtual Fair and said he had a great experience with Iana, Brittani, and Brooks. He knows them to be bright young professionals who are very dedicated to the Oregon Country Fair. Together we produced panels and discussions on DEI topics that included some of the Fair history. We need to give the Diversity Committee a chance to do their work, as they care about the Fair and are trying to make the world a better place.

Grumpy said we need to move forward, not backward. We should not be punishing people. He said the best part of the motion is "... the OCF Board continues to value collaboration and will engage with the Diversity Committee in a facilitated process."

Sam moved and Jon Silvermoon seconded to amend item #2 in the motion so that it states that all committees are required to record meetings held online, not only the Diversity Committee:

2. A Board Liaison will be present at committee meetings. All open meetings of all committees held online will be recorded, the recording to be held by the Board President and available for Board Members by request, and used for the sole purpose of supporting the functioning of the committee. 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 committee 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 committee meetings. 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.

Sandra does not think some committees need this directive, but is willing to support the motion amendment as a compromise.

AJ expressed not being sure of his vote, and does not understand why we cannot hold people accountable for their actions. We keep getting further away from what happened. Not all committees need oversight, but the actions of the Diversity Committee show they do. This is not about the Board against marginalized people, because he is marginalized.

AJ said the Diversity Committee showed no remorse, and refers to him as being part of a white supremacist organization. The committee is not wanting to work in a collaborative way. He does not support the motion amendment.

Spirit said this may be a way to resolve some issues with other committees when there are complaints. It is nice to have the recording and not a version of someone's minutes. However, it is unfortunate it comes under the guise of holding a committee accountable for the way they behaved. Spirit understands there needs to be room for the work of the Diversity Committee, but there is no excuse for their behavior.

Motion to amend item #2 passed: 9-0; AJ and Spirit abstained.

Jon Silvermoon said he had legal concerns about recordings because they can be subpoenaed. He gave an example of the Diversity Committee and contracting with consultants.

The contractual issues are discussed in closed meetings. If there is a disagreement and something is litigated, the recordings can be used. He wondered if these concerns were raised with our attorneys and what their opinion is.

Jon Silvermoon said there are some people who may not feel safe to speak up on sensitive issues if they know it is being recorded. He prefers to amend this motion to allow time for the attorneys to review and provide feedback to his questions.

Spirit noted the motion verbiage does not indicate that closed committee meetings will be recorded. "Closed session minutes will include committee members present, topics discussed, and decisions made, and will be submitted to the President of the Board to hold confidentially."

Sam said he understood the motion to mean only open meetings will be recorded.

Sandra said she does not agree with a committee being involved in contractual agreements on behalf of the organization. If the DC is asked to assist with a sensitive situation, with the approval of the Board Liaisons and the Board President, this motion still allows for closed meetings.

AJ said he supports recording of the Diversity Committee meetings, because not doing so gives opportunity to say inappropriate things and to become divisive.

Paxton asked to clarify if committee closed meeting minutes would be published. Lily said they will be submitted to the President of the Board to hold confidentially.

Spirit is conflicted about the permitted reason for closed sessions, and said the scope of authority is uncertain. She feels the DC is determining this on their own, as opposed to being led by a directive of the Board. Spirit agrees with Sandra that a committee should not oversee

contractual decisions.

Spirit would prefer that officers are included in giving consent for committee closed sessions, and not just the Board President or liaison to the committee. She asked for an amendment. Lily felt it would be more of a hindrance to add in officers. Spirit clarified it could include VPs and President, but not other officers. Spirit said there is a grievance process for sensitive issues.

Lily said any committee can address sensitive issues, and some of them may move on to the Board, to the ED, or management in addition to the grievance process. The Board President and liaison to the Diversity Committee will help determine if it is appropriate for a closed meeting.

Spirit moved and AJ seconded to amend the last sentence in item #2 in the motion to read: 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 by majority of the President, Vice Presidents, and committee liaisons.

Motion failed: 6-5; George, Jon S., Lisa P., Paxton, and Sue opposed.

Jon Silvermoon said the Board needs to address the feedback received from our attorneys about what are the conditions and times that someone should not be attending a meeting. He does not feel the motion addresses the feedback.

As amended, Lily moved and Colleen seconded the following motion:

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 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 all committees follow the most current Committee Best Practices Manual essentials and recommended practices.

2. A Board liaison will be present at committee meetings. All open meetings of all committees will be held online will be recorded, the recording to be held by the Board President and available for Board members by request, and used for the sole purpose of supporting the functioning of the committee. 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 committee 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 committee meetings. 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.

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. 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 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.

Motion passed 8-0; Jon S., Lisa P., and Sue abstained.

Spirit moved and AJ seconded that the Diversity Committee is put on hold pending a fact-finding investigation conducted by an impartial third party into the actions at the December 2021 and January 2022 Board meetings, and other relevant events, incidents, or situations. The Board president is hereby authorized to hire professional fact finders as deemed necessary. The fact finders will deliver a report with further recommended actions to the Board, no later than the April 4, 2022, Board meeting. If the fact finding is not complete by that date, a one-month extension will be granted.

Jon Steinhart supports the motion and believes the Diversity Committee should be shut down, and we try a different approach. At a minimum, suspend the committee until after the Fair so this drama does not take our focus away from putting on the event.

Martha supports the motion, saying an independent fact finder would serve a good purpose for the Board and membership.

Coyote likes the idea of some cooling off time to sort out a lot of emotions from facts, so there is better understanding. He is curious about what "other relevant events, incidents, or situations" means.

Heather K. supports the motion, saying it is time to press the pause button on the Diversity Committee for the next five months.

Dani said she agreed with Coyote and Heather, and thanked Spirit for bringing fact-finding by a third party as a motion. It is important it be external and non-biased.

Tina does not support the motion and thinks it is a personal vendetta. It is a mistake to shut down marginalized voices who work as DEI consultants in real life. It is not a good look for the Fair.

Kathryn asked the Board to vote in favor of the motion and liked the idea of a cooling off period. The system and relationships are broken, and the Diversity Committee threatened to stop the event.

Arna agrees with a pause and that we really need an outside investigation.

Hall supports the motion and says we need more understanding about what happened leading up to the December 2021 Board meeting between the leadership of the Board and leadership of the Diversity Committee.

Woody supports the motion, but would really enjoy non-actionable listening sessions with the Diversity Committee, Board, and membership. Find a moderator agreeable to the Diversity Committee and the Board.

Mouseman said he supports the motion.

Iana does not support the motion but is fine with fact-finding. With only five months left to the event and all of the controversy, this feels like more silencing and disempowerment. We should focus on the event being open and more equitable for everybody.

Hilary supports the motion and says we need to plan carefully because we are asking for an investigation, and there will be questions

from the Board, staff, and committee.

Emma fully supports an investigation, along with a full audit of the scope of work of the organization's DEI efforts as previously recommended by consultants. The motion is an attempt to disband the committee and would be a disappointing direction for our organization. Emma said OCF has not been able to support DEI work, advocacy, or activism.

Heidi P. agrees that finding of facts will be great but does not agree with silencing the Diversity Committee. Working for equity means decisions are based on those that have been marginalized. Our Fair was founded when things were very white and very oppressive. The dominant culture has been normalized into our Fair.

Roberta is indigenous and an Elder, and supports the motion because of the behaviors of the Diversity Committee. We deal with professional behavior here, no matter how passionate we are about something.

Michelle does not support the motion. She has been part of Fair since a little hippie kid and is now an Elder. The people who started the Fair have not gone away, and we all need to check our blind spots. Listen to the Diversity Committee members who speak clearly. Listen and think about our organization.

Ann also does not support the motion. We need to remember in 1969 there were sundown laws in Grants Pass. Any investigation is going to cost money, and we have seen no budget for this. There should be no pause for the Diversity Committee.

Amanda said putting the DC on pause is a bad idea and equivalent of patting every member of a marginalized community within the Fair on the head and saying we will get to you when it is convenient for us and we don't have to think too hard about it.

Diane does not support the motion, but does support a mediated session between the Board and the Diversity Committee. It is totally wrong to silence a committee that is made up of a majority of people who are marginalized. It would be an embarrassment to the Fair.

Aaron supports the motion to clarify what happened with a third party who is not involved. No one is saying the committee will be suspended; this is just an opportunity to look and see what we need to do next.

Ayisha said we should absolutely have an investigation because it would be freeing for the Diversity Committee in every way. She would like to know who will be choosing the third-party and ensure there is no affiliation with the Fair in any way. The motion feels like a personal attack on the Diversity Committee, and if it is not that then it says that the Board will deal with it when convenient for them.

Lynda hoped the motion could be separated into two motions. If the motion does not pass, she hopes the investigation will proceed in some way.

Kara is categorically opposed to what is currently written in the motion. She said the DEI Consultant Report recommendations have been ignored for two years. The DC feels they have been wronged by the Board, not the other way around. Any fact-finding based on this motion is inherently suspect.

Jon P. said the divisive comments in this discussion indicate why we need an independent investigation. A short pause might be helpful, but he is not in support of decommissioning the committee. Jon P. liked Woody's suggestion for listening sessions. We should all be putting on the Fair.

FireDIC feels like some things in the motion are being re-character-

ized, and said the committee can still do their work. The questions are about the nature of the committee's work and whether or not that is how the work should be pursued. Because of the behaviors and racially charged claims, there should be pause just as you would if there was a sexual harassment claim.

Spirit said the motion has changed since its first iteration, and said the motion would be much stronger if based on her personal emotions. She considered the words from our legal counsel and others she does not necessarily agree with. This motion does not silence anybody, but the pause is imperative at this point.

Spirit said this motion allows time to take a deep breath and use a facilitative process to have a working relationship. As a whole, and not just a committee, we can look again at what DEI advancement means for our organization. This debacle is costing us time and money, but the reality is the committee does not have the same legal obligation that the Board does. We need to get on the same page, and Spirit does not think the Diversity Committee understands the harm they have caused. This pause will allow everybody to have a voice and give their side of the story, because there are serious allegations.

AJ said he wished he could wave his magic wand and that we would all start seeing the humanity in each other, and that he would be able to speak his own truth and have his own opinion. He feels people have forgotten the color of his skin, and does not like being categorized as part of a bunch of white folks who are marginalizing others.

AJ disagrees with the methods of the DC, saying they are not working. Is it inclusion if you exclude the only person of color from a meeting? Is he not also a marginalized person? He holds a position on the Board

because he ran for the Board and was elected. AJ has been doing DEI work for 20 years and should not be ignored or asked for his resumé.

AJ does not feel the motion goes far enough, and feels the DC has made accusations and is projecting the same behaviors they accuse others of. If we could come to an agreement with the organization right now to treat each other like human beings then none of this pause would need to happen. The Board is being vilified as a group because we are trying to find a way forward by including everyone. The pause is for the whole organization.

Paxton said he would like to talk more to AJ in person, and feels an investigation is needed with legal review of protected classes. However, he does not agree with a pause for the committee so does not support the motion. Paxton said a pause will derail the work that has been done with Path Planning and marginalized Fair groups over the past several years.

Lily supports an investigation by a third-party and figuring out what the next steps will be. The last motion to create better committee processes is what will offer us the benefit of a pause. Leading up to our event, there may be things the Diversity Committee will need to address and we should not suspend them. We need the Diversity Committee, and the hope is that the previous motion tonight will address the past issues.

Sam has been a professional investigator for 10 years and is certified with the Association of Workplace Investigators. It is not best practice to suspend individuals or groups, pending the outcome of an investigation. The motion already passed tonight will make sure there is appropriate oversight of the DC as we move forward. Sam's preference is to vote only on the investigation portion.

Lisa P. supports a comprehensive investigation by a third-party, but does not support the motion as worded. She said the timeline may not be realistic. The suspension of the committee looks retaliatory and is not in the best interest of the organization.

Sandra said there are serious allegations that have been brought forward regarding members of the Diversity Committee. The reason for the pause is to stop the harm from continuing and allow time for fact-finding. Sandra supports the motion.

Jon Silvermoon does not support the motion for many of the reasons others have given. He thinks the Board would pass a third-party comprehensive investigation. He has watched this committee issue get argued and parsed on Facebook, and said he has not responded on social media because our attorneys advised against it. Facebook is not the place to work this through.

Jon Silvermoon moved and Sam seconded to amend the motion as follows:

Move that the Board president is authorized to hire impartial, third party, professional fact finders to conduct a comprehensive investigation into the actions at the December 2021 and January 2022 Board meetings, and other relevant events, incidents, or situations with a particular emphasis on any legal issues involved.

Spirit said the seriousness of the allegations and targeting of protected classes is reason to put a pause on the DC. We have an obligation to protect this organization, and the committee does not seem to understand the harms and risks caused.

Colleen said we just passed the other motion that gives committees work to do, and does not want a pause. The Diversity Commit-

tee has already begun their work on reviewing the Committee Best Practices Manual and how to adapt their processes to that. Giving an individual or a group a timeout does not endear proper communication. Colleen thanked Spirit for bringing this forward, but does support the amended motion.

Paxton prefers the amended motion, saying it gets at the heart of what we need to do.

Motion passed: 8-3; AJ, Sandra, and Spirit opposed.

Sue said she is also part of a marginalized community, and does not feel we should put the Diversity Committee on pause.

Spirit said amending her motion just reiterates what we already know about Lily being able to initiate an investigation on her own. The Board is saying they are not willing to hold accountable the DC for their actions. We are assuming risk and there is nothing being done to stop a Board-appointed committee from continuing to target a person of color on our Board, or otherwise.

Jon Silvermoon moved and Sam seconded the Board president is authorized to hire impartial, third-party, professional fact finders to conduct a comprehensive investigation into the actions at the December 2021 and January 2022 Board meetings, and other relevant events, incidents, or situations with a particular emphasis on any legal issues involved.

Motion passed: 8-3; AJ, Sandra, and Spirit opposed.

Meeting Evaluation
(YouTube video 2:06:05)

Jon Silvermoon did not think Lily's agenda timeline was realistic, but she made it work.

Spirit agreed with Jon Silvermoon

that the meeting was kept on track. She said her attempt to compromise with other Board members was a waste of time, and she feels bamboozled much of the time.

Mouseman said “same as it ever was.”

Hilary said people cooperated with the facilitation and time keeping, and she is appreciative.

Sue thanked Lily for a great job, and everyone who attended and was attentive to the meeting constraints.

FireDIC said Lily did a great job facilitating and knows it was difficult, but hopes going forward there is a clean slate for time allowed for member input when motion amendments are made.

AJ said he predicted this is the way it would go. Nothing done at this meeting changes the energy or strife that is out there, and it is unfortunate. Compromise is a two-way street. AJ feels even with him and Spirit offering compromises, every time trickery happens and they end up on the wrong side.

Paxton appreciated the work Lily

put in and appreciates everyone on the Board and those who participated. He felt the meeting was civil and went well with attendance of 150 on YouTube and 88 on Zoom.

Jon P. thanked Lily for doing a good job of facilitating. He hopes as we discuss things moving forward that people can find a way to do that without characterization of individuals. He echoed FireDIC’s point about how time is managed for member input.

Michelle thanked Lily and is impressed with how the meetings are led.

Lawrence said this is the first meeting since he left the Board that he attended in its entirety, and he was impressed.

Jon Steinhart thanked Lily for the good job as facilitator. He appreciated the effort of AJ and Spirit to try to get things on track, and is disappointed the rest want to continue with the status quo.

Emma said in her 10 years of volunteering for the event as a disabled person who was given an opportu-

nity to feel included in something beautiful, she has never been more disappointed.

President’s Peace *(YouTube video 2:13:00)*

Lily thanked everyone who participated in the Board meeting, and said it has been a momentous task to facilitate the Board meetings the past few months. She knows everyone feels passionately and strongly about the topics being discussed, and understands the concerns about time for member input. Lily was appreciative that everyone at this meeting was respectful and allowed her the space to facilitate in a calm and efficient manner.

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

An updated agenda for the next meeting will be posted on the .net site and included in the online meeting invitation.



BOARD OF DIRECTORS MEETING

March 7, 2022 7 pm

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

YouTube recording link:

[https://www.youtube.com/
watch?v=BcT5fg3Gnrs](https://www.youtube.com/watch?v=BcT5fg3Gnrs)

*(subject to approval by the Board
at the April 4, 2022, meeting)*

Board Directors present: Anthony “AJ” Jackson (VP of Membership Engagement and Services), 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:** Corey

“Redd” St. Germain, Kirsten Bolton, Mark Malaska, and Sierra McComas.

Announcements *(YouTube video 16:45)*

Lily announced Colleen Bauman resigned from the Board of Directors. She thanked Colleen for her dedication to the organization, and for being a mentor, teacher, advocate, and friend.

Stay tuned for the next Presidential Learning Session on the .net site event calendar.

The Board met in closed session on March 4 to discuss legal issues and no decisions were made.

Lily, Paxton, and Spirit called a Board Special Open Meeting with membership for Monday, March 21, 2022, at 7 pm.

Spirit gave gratitude to Colleen for her service, and for advancement in the work on agendas and process with Board meetings.

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

FireDIC said it will be important to check all fire extinguishers as we prepare for our event onsite.

Sue announced the passing of Cathy Coulson-Keegan on Saturday, February 19. Cathy and her husband Bill Wright joined their lives and creative efforts and started Touch the Earth at Fair in the early 1980s. Their booth was an oasis of joyful calm. Cathy mentored crafters, shared happiness wherever she could, and always looked for the best in any person or situation. She was a longtime Craft Committee member, and also served on the Veneta Park Board. What a delight to have her as Grandma Bunny at the annual egg hunt.

As longtime members of Eugene Saturday and Holiday Markets, Cathy and Bill made their booth special and welcome. She was generous with her artwork, donating to many fundraisers including our own Spring Fling. Her laughter would make your day and she would want you to know that she loved you. Sentiments can be emailed to bill@earthsteps.com. Cathy will be long remembered and very missed.

Minutes Review (YouTube video 22:30)

Sam moved and Sue seconded to approve the February 7, 2022, Board meeting minutes.

Motion passed: 10-0.

Sue moved and Paxton seconded to approve the February 18, 2022, Board Special Open meeting minutes.

Motion passed: 10-0.

Agenda Review, Amend, Approve (YouTube video 24:00)

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

Lily noted the Board had many Old Business items on the agenda for an extended period of time and told the Board she wanted to reset the agenda for issues that were most important. She asked to put on hold the social media policy for more time to work on it, and to remove the Elmira Grange Botanic Festival item. Lily asked the other Board members what agenda items they wanted to amend.

Jon S. asked to move forward with the DEI Reparations motion.

Lily added onsite event scenarios to New Business, to be addressed at the upcoming Board Special Open Meeting with membership for March 21, 2022, at 7 pm.

Lily added logo items to New Business to be addressed at the April 4, 2022, Board meeting.

Sandra added to New Business: the OCF hire the professional services that are needed to process the active grievances and find resolution. That will include fact-finding as already passed by the Board and the implementation of recommended actions to cure the grievances.

Member Comments (YouTube video 27:55)

Emma said, "I'll keep it brief, because I believe I spelled it out in detail my feelings about a 2022

pre-Fair and Fair event in my letter where I announced I was declining my services as the Pre-Fair Kitchen Coordinator this year, but I want everyone on the Board and everyone attending this meeting to consider that in holding an event this year we are saying that there is an acceptable number of human casualties as a result. It is important going forward to accept this and not try to explain it away. Please, own that."

Kirk thanked everyone for their hard work. He said Construction Crew is concerned about the amount of work that needs to be accomplished for a full onsite event, and suggested a smaller Fair event this year, such as a concert-type event. Hopefully, in the next month we will have a clearer picture of how to move forward with work parties.

Coyote said, "I am commenting on what I feel is poor process and/or lack of integrity from several members of this Board. At the last Board Meeting a motion was proposed to (a) place the Diversity Committee on 'hold' – (press a pause Button); and (b) begin an investigation into past actions of the Diversity Committee, in particular the actions at the December 6 Board Meeting.

During member input, 25 members voiced their opinions about the motion as presented. 15 members expressed support for the motion, which included placing the Committee on hold until an investigation was completed.

Ten members expressed support for an investigation; however, were not in favor of placing the Committee on hold. Five of these members were current members of the Committee.

In other words — a significant majority of the members who offered comments/input regarding this motion were in favor of placing the com-

mittee on hold (60 percent), while 40 percent were opposed. While I fully understand that committee members are also members of the Fair, I find the inclusion of their input in the final tally to be questionable, as the proposed sanctions would be consequences resulting from their actions at the Board meeting.

While being offered an option to have input into consequences for actions is not unheard of, such input is generally followed after a time out/cooling off period.

If the input from committee members were to be disallowed, the percentage of member input would be 75 percent in favor of the original motion, with 25 percent opposed.

However, the vote by Board Members was 72 percent opposed to the original motion, and 28 percent in favor. This decision by the Board is in stark opposition to the voice of membership input. I find this manner of decision-making to be upsetting and disrespectful of the ideals of a democratic process by which we claim to respect. To my ears this rings of an attitude, which feels too much like "while membership input is valued and welcomed, we know better than the membership who elected us, and we will do what we feel is best."

FireDIC said we have a lot of hard decisions in front of us in terms of what event scenario plan we go forward with because of the varied options. He wants assurance by all coordinators that they are fully committed to whatever decision is made.

FireDIC asked the Board update membership on the DEI Committee investigation findings.

Iana said she wanted to speak to the n-word drama, and said she is the person who used the n-word at a DEI Committee meeting. She feels this matter has been blown out of

proportion and she has not been able to actually speak to it. Iana feels offended that what happened is being called hate speech by others, and as being a racially targeted incident towards a protected class. She said in no way was she using hate speech.

Iana said she had heard a lot of white-bodied people in this community, in public venues, speak about this issue when it is not in fact their responsibility or right to. It is not about a white person's reclamation of this word. If a black person tells Iana something she said was inappropriate to say to them, then absolutely she would not do it again. She said nothing she said was meant to be offensive. In Iana's world, the n-word is nonchalant, and her use of the word along with the word token were not directed at anybody. The Diversity Committee work is about institutionalized racism and the structures of oppression that we are all experiencing on large and small scales. Iana said the people being attacked are the members of the Diversity Committee.

Heidi P. thanked Iana for coming forward and sharing her experience. Heidi said she worked with the Diversity Committee in summer of 2020 when they prepared a motion for the Board. She has not seen a more professional, yet vulnerable and expressive committee work to hold the Board accountable for bringing inclusion to our family. Watching what has been happening the past two and half years, the inflammation is understandable.

In regard to moving forward with an event this year, Heidi said there is a lot of work to do. Instead of a yes-Fair or no-Fair, she hopes there will be a middle ground for the work that needs to be done physically with our infrastructure, and also within our family.

Kirk agreed with FireDIC that whatever type of event we decide on, we need to be all in. Kirk offered his insights with access to maps and discussing the possibilities- in working toward a decision.

AJ said he is a person of color and an African-American man who does not believe in any version of the n-word and its use in any meeting process, whether it is a committee meeting or a Board meeting. Just because he is a marginalized person does not mean he has the same beliefs as everybody else. What you do in your home and your use of words among your family and friends is your choice. But, in these meeting environments with the Board or a committee, it is highly inappropriate to use any version of that word. Not every Black person thinks the n-word is OK.

Moira and Ichabod agreed with AJ that there is zero place for that kind of language in a professional setting.

Ishi said he is of Puerto Rican descent, and has experienced many other cultures, and said AJ's opinion is what AJ expects others to speak like. The use of the n-word will offend some Black people and some white people, but it is not an uncommon word in various cultures, such as the hip-hop community. It is a matter of opinion, and if someone indicates to Ishi that the n-word is offensive to them, then Ishi would not use the word toward that person. It is simply a cultural difference, and it does not feel right to police someone's speech because of their upbringing.

Lily said the use of the n-word is inappropriate in our business setting, and AJ has asked the n-word not to be used around him.

Paul said he feels offended again and this is all going right back to where it was.

Staff Report (*YouTube video 45:50*)

Executive Director's Report from Kirsten:

Coordinator survey results will be reported at the April Board meeting. Early indications look like we will have a solid base of volunteers to move forward with the event.

Sierra McComas was hired as the new Site and Facilities Manager, and Corey "Redd" St. Germain as the new Operations Manager. The interview process has begun for the Marketing Manager, Volunteer Support Specialist, and the additional Groundskeeper.

Work parties are starting again and there is a sign-up form on the .net site. Please use the link to communicate plans for work party dates and attendees.

For vaccination verification, please send a photocopy of your vaccine card to: safety@oregoncountryfair.org. Please include your name, crew or booth name and coordinator name, or how you are affiliated with Fair. We are looking into QR Code Vaccine Verification applications and will make that recommendation on which ones we will encourage everyone to use soon.

Thank you to the many volunteers who participate in committee meetings. It is a pleasure to get to know and work with you. I want to personally thank the Sanitation And Water research work Group (SWAG): Amy Hardy, Amy Hand, Dean Middleton, Dan Mix, Paxton Hoag, Krystal Jackson, Dennis Todd, and Otis Grey.

Coordinator budgets have been sent out with instructions to not start purchasing until April 1, 2022. For Board-approved capital expendi-

tures, there will be instructions specific to each project on timing of the expense.

We picked up 60 gallons of free hand sanitizer from Heritage Distillery. This will be used during Pre-Fair/Main Camp. Additional hand sanitizer supplies for the event are being provided for free from Thinking Tree Distillery.

Meetings continue with staff, management, committees, work groups, and event vendors. Contracts being worked on include Grateful Designs, The Ritz Sauna, Life's Best In Tents, Lane County Sheriff's Office, City of Veneta, Far Side Access Easement Agreement (asking for two-year extension), refrigerated truck rental for Pre-Fair/Main Camp, JD Fulwiler Insurance Agency (property and umbrella insurance), and J&S Golf Cart Rental, LLC.

A new computer server was installed in the Fair Office with staff training on the new system to be held in March.

Treasurer Report and Budget Items (*YouTube video 54:45*)

Hilary worked with Kirsten on submitting a revised budget for the shuttered venues grant, being sure to categorize expenses under the guidelines of the grant. Most of our capital projects qualify for the grant, such as equipment, supplies, and contracts. Things like the land and building renovations do not qualify.

In regard to our attendance growth and capacity parameters, we have strained our systems and our crews. We really need to re-evaluate what is a reasonable population for food and sanitation services, parking, infrastructure, and safety concerns. We will explore this more at the Board Special Open Meeting with membership on March 21, 2022, at 7 pm.

Lynda thanked coordinators for

their patience with the Budget Committee's work on the budgets.

In regard to contracts with the Ritz Sauna and Grateful Designs, the treasurers and Board disclosed potential conflicts of interest with Board members George Braddock and Spirit Leatherwood for review:

Sandra moved and Paxton seconded to approve the 2022 Sauna Annual Use Agreement between the Oregon Country Fair and The Ritz Sauna, LLC, and George Braddock, Board Member, Booth Rep and Owner.

Sue pointed out a date error in The Ritz Sauna contract: July 3, 2022, is on a Sunday, not Monday.

Lisa P. feels uncomfortable voting on this, saying it is premature since we do not know what kind of event we will have yet, and there are no contingencies in the contracts for such.

Lisa P. moved and Jon S. seconded to table the motion.

Motion failed: 2-6-1; AJ, Lily, Paxton, Sam, Sandra, and Spirit opposed; George B. recused himself; Sue abstained.

AJ asked how long George B. has been on the Board. Has there been a contract signed without having a conflict of interest be an issue? Lily said there have not been any past issues. AJ said he did not understand the request to table the motion by certain Board members.

Jon S. said the current contract has a clause in it that refers to paying The Ritz Sauna for some of the costs for repairs and maintenance because of the pandemic. Jon S. thinks that is a policy issue, and does not recall when the Fair has helped for the costs of booths. Is a new policy being adopted by signing the contract, and will other booths get costs paid because of the pandemic? If so, then the Board needs to be discussing that separately from this contract.

Lily noted as a governance Board they do not get the privilege of getting into the content of the contract; we are simply reviewing whether we accept there is no conflict of interest with George B. as a Board member.

Sam said he does not see anything in the contract as a conflict of interest, based on the information he has. But the Board must have due diligence and there should be nothing wrong with Board members asking questions and talking about what is included in the contract. Sam suggested this topic might be better for a closed conversation.

Lisa P. agreed with Sam, and said the Board discusses conflicts of interest every year.

Lily understands what AJ spoke to, but also said this year is different in reviewing dates and services rendered. So, there might be more discussion needed with Operations given we might have a different event this year. Lily is in support of The Ritz Sauna because of the value of it being a safe and clean space.

AJ suggested when others give feedback on what someone else has said that their feedback be directed to the chair, instead of stating the name of the person they may disagree with, for a better meeting process.

Hilary noted the contract with The Ritz Sauna is an exchange of services. This is a business transaction that will benefit the Fair.

Spirit said her understanding of the conflict-of-interest declaration by a Board member is that they are not benefiting from the organization.

Lisa P. said she is not devaluing what The Ritz Sauna offers the Fair, and she is not questioning George Braddock's ethics. She believes this discussion is premature with still so many unknowns about the event.

Motion passed: 6-0-1; George B. recused himself; Jon S., Lisa P., and Sue abstained.

Sandra moved and AJ seconded to approve the 2022 OCF Staff T-shirt printing contract between the Oregon Country Fair and Grateful Designs / Bryon Hummell. Board member Spirit Leatherwood is the spouse of Bryon Hummell.

Palmer said Article X of the By-laws requires the Board to have these discussions, and it protects both the Fair and the person/s providing the services.

Indigo encouraged the Board to support the motion. The Fair organization does benefit and get value from their services because of the low cost. Indigo said in the past, any conflict of interests were brought forward at the January Board meeting and were done for the whole year. She also prefers the other term for conflict of interest, which is called duality of interest, because words are important.

Jon S. said he had some concerns about this conflict of interest, and attempted to resolve them prior to this meeting. He feels his concerns should not be discussed in an open meeting, and would prefer to discuss them with the Board in a closed session.

Jon S. moved and Sue seconded to table the motion.

FireDIC said if a Board member speaks for a long time and then moves to table the motion, it allows the Board member to stop any further discussion. He feels a Board member should immediately request to table a motion without further comments.

Motion to table failed: 3-6-1; AJ, George B., Lily, Paxton, Sam, and Sandra opposed; Spirit recused herself.

AJ said he understands this issue needs to be brought forward every year, but if there are no drastic changes then we are wasting meeting time on contracts that we have been approving for years.

Motion passed: 6-1-1; Jon S. opposed; Spirit recused herself; Lisa P. and Sue abstained.

Lisa P. moved and Paxton seconded to authorize the issuance of credit cards on the KeyBank credit card account for the following employees: Corey St. Germain – Operations Manager, Sierra McCommas – Site & Facilities Manager, Mark Malaska – Assistant Manager, and Durwin Hoskins – Caretaker.

Motion passed: 10-0.

Committee and Working Group Reports

(YouTube video 1:30:15)

Please visit 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.

Bill Wooten Endowment Committee: The Oregon Country Fair Bill Wooten Endowment Fund has awarded a total of \$16,000 in grants 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. Endowment Fund supported projects reflect the Fair's commitment to the arts, education, cultural diversity, peace, community building, and the environment.

90 x 30: The aspirational goal of 90 x 30 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 in-

cluded providing opportunities for youth, reaching out to our neighbors, and nurturing creativity. This year’s awardee is 90 x 30.

The Fair also makes grants to social service agencies and nonprofit organizations in Oregon through both the Jill Heiman Vision Fund and the Board of Directors’ Donations Fund. To date, the Fair’s total philanthropic giving exceeds \$1.5 million dollars.

Food Committee: Food Committee met on February 15 to finalize plans for our February 21 Food Booth Town Hall. The Town Hall was very well attended; we gave current updates, and answered questions to the best of our ability. We will be having another Town Hall on Monday, March 21, 6-8 pm. (NOTE: *The Food Committee Town Hall was later rescheduled for March 29, 6-8 pm. Check the .net website for latest updates.*) Our next regular meeting is March 23, although we may change that date to do more work for the March Town Hall. The Zoom links for both will be on the oregoncountryfair.net site. (NOTE: *The Food Committee meeting was later rescheduled for Tuesday, March 22, 5:30-7:30 pm. Check the .net website for latest updates.*)

Craft Committee: Craft Committee met on February 23. We looked at the Committee Best Practices Work Group survey and will finish that at our next meeting. We sent out a Crafter survey in mid-February, reviewed the replies we had received so far, and made preliminary plans for our March 13 Crafter Town Hall.

Sue said, “We closed our meeting by remembering our long-time member Cathy Coulson-Keegan who passed on February 19. We shared stories, appreciation, and tears. She was so dedicated that she attended our January meeting from her recovery bed, she called me the next day to apologize for not having

enough energy to dress up and sit in her chair. We laughed and I told her we still loved her. We love Bill, too.”

The links for our March 9 Committee meeting and the March 13 Crafter Town Hall can be found on the oregoncountryfair.net site.

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

Personnel Policies Committee: The Personnel Policies Committee is looking for new members! Please submit letters of interest to personnelpolicy@oregoncountryfair.org. We are looking for:

Experience in a Human Resources focused role preferred

Fair experience / participation

Must embrace diversity, inclusion, and belonging

Please include skills you can bring to the committee.

Thank you for your interest.

Path Planning: Path Planning committee met in February. Guests from Rainbow Connection LGBTQ+ and The BIPOC Space were present and booths were further formalized for placement at the 2022 Fair with two spaces per group. A meeting on-site with Registration will confirm a plan for construction and camping. Child Care was also present as a guest and space was identified and allocated for childcare extension. On March 20, Path Planning was set to hold an onsite meeting and walking tour of the proposed changes. The next Path Planning meeting is set April 17.

LUMP: LUMP met February 15. Stephen Cole wants to start a memorial park for natural burials, off site, to provide restorative ecology. He will talk with the memorials subcommittee of Path Planning, and with Kirsten.

Paxton gave the compost barn report from the Fixed Asset committee: Given permitting schedules with the county, we probably won't have the slab poured by June, but hope to have a gravel pad in.

We discussed controlled burns to improve habitat for native flora and fauna. Drew from Fire Crew will invite someone from the Nature Conservancy to talk with us. We'll also connect with Sierra, our new Site Manager.

We planned to walk through the South Woods March 19 to assess where structures from Upper River Loop might move when erosion gets worse.

We discussed using iNaturalist to document adaptations to climate change. The next meeting is scheduled April 12.

Old Business (YouTube video 1:38:15)

George B. moved and Paxton seconded to approve the 2022 yearly capital projects with revised recommendations for \$266,872.

Hilary and Lynda said the Budget Committee reviewed capital projects from 2020, and new projects proposed for 2022. The committee considered cash flow projections and the Shuttered Venue Operations Grant (SVOG), and ranked the projects as (1) safety and operational priority, (2) operational priority, and (3) nice, but not necessary. Projects were discussed individually and as a whole. The SVOG gives us a great opportunity to have a Main Camp and have confidence in repairs. We are also bringing back the Far Side Road and

Compost Facility projects from 2019.

Grumpy said the most recent revision to the amount in the motion are for a yurt, and for two tents for Cart Central.

Jon S. asked how much of the SVOG can be used for capital projects, saying he thought it was \$250,000. Hilary said capital projects, advertising, and another category cannot be more than a quarter of the total grant. However, most of our capital project needs do not fall under their categorization of capital projects. Jon S. stated that most of the projects could be funded with the grant operating money. Hilary said that was correct, and that lumber and personal protection equipment qualify.

Jon S. asked if the Board would authorize amending the motion to state the deadline for using the SVOG money is February 28, 2023. George B. and Paxton agreed to amend the motion.

As amended, George B. moved and Paxton seconded to approve the 2022 yearly capital projects with revised recommendations for \$266,872. The deadline for using the SVOG money is February 28, 2023.

Jon S. asked about the project titled "showers/greywater tank" and expressed concerns about the project description that indicated there would be no ramp to the shower facilities in order to have a fire pit. Although the previous shower ramp was not for ADA wheelchair purposes, Jon S. is concerned about anyone with mobility issues that cannot use steps. Hilary said the motion is about funds for the greywater tank, not the design of it. Jon S. wants to ensure we do not reduce accessibility, and asked if the motion could be amended. George B. said he would agree to an amendment. Paxton did not oppose.

As amended, George B. moved and Paxton seconded to approve

the 2022 yearly capital projects with revised recommendations for \$266,872. The deadline for using the SVOG money is February 28, 2023. Project renovations will be designed so as to not reduce existing accessibility structures, such as ramps.

Jon S. said he hesitates to put money into something that has a limited lifespan in and of itself, referring to the mobile residence repair for DUGs Green, since it would not be covered by the SVOG. Hilary said the Fixed Assets Committee looked at it, and it was assessed by a real estate agent. It will cost a lot more to replace it, than to keep it in service with some renovations. Sandra said they will be able to extend the life of the residence, which will be useful to us and gives the property more value. Paxton said the indoor workspace would be valuable to us.

Jon S. asked if the work on DUGs Green would be before or after the event, and would hope to minimize the amount of money we spend pre-Fair. What if we end up having to cancel the Fair and we don't have that income? Jon S. said projects not covered by the SVOG should be delayed, ensuring we can make it to 2023.

AJ said the longer we wait to make repairs, the more damage the residence sustains. Kirsten said it is not likely to happen before the event because of other, more important projects specific to the event.

Jon S. asked for more details about the "bridge investigation" project item, in terms of its size and capacity, and if it could also wait until after the event. Kirsten said it is an investigation about building a fully permitted bridge across the Long Tom to the Far Side, and is a lower priority. Any projects related to health and safety for the event will be prioritized.

Lucy said access from site to the

Far Side is a health and safety issue, in that it is more direct than having to go around, but not immediately.

Jon S. said he appreciated the contingency money, but was not sure \$10,000 was enough, saying lumber prices have increased since 2019/2020 and overall inflation. Jon S. offered an amendment to increase the amount to \$20,000.

Hilary said she understood the concerns, knowing there is always fluctuation for projects coming in under budget or needing to add more than predicted, but did not have a strong opinion either way about increasing the contingency amount. She said they categorized as much as they could under SVOG funds, so additions would be non-grant funds that we come up with.

George B. said he would consider an amendment.

AJ said the Budget Committee put a lot of work into this proposal, and he is not comfortable with making changes at this time. They can always come back to the Board for adjustments.

Paxton said LUMP has been doing a study on the bridge process and what is possible. It will be a long-term project with the involvement of the Corp of Engineers. The short-term request is how to get emergency service vehicles across the Long Tom.

Motion passed as amended: 10-0.

Lily moved and Paxton seconded to extend the Board meeting by 30 minutes.

Motion passed: 10-0.

Sandra moved and Sue seconded to approve the \$35,000 compost project proposal for phase one as a long-term capital project with a five-year carry forward, and Kirsten Bolton and Sierra McComas as project managers. The beginning of construction is contingent upon

staff determination that the planning stage is complete and Lane County approval of building permits.

Ann supports the motion, and the need for understanding what a compost facility is within the terms of agricultural designations. It is walking our talk.

George P. asked if a solar roof would be incorporated into the compost facility project.

Kirk said it is part of the long-term vision and the location has been vetted for solar use, but right now the focus is on the concrete slab foundation.

Hilary said this project was already approved a couple years ago as a five-year project, so this motion resets the five years. There is a lot of collaboration happening between crews and the new staff, and we are all wanting to move forward.

Lynda said there is risk in any project, and sometimes you have to think bold and big in showing the way for the rest of the world. Recycling Crew has been responsive and willing to collaborate with other crews, leaders, and staff in their ongoing work, which is important.

Amy H. said she was present and willing to help answer questions.

Kirk said the collaborative work has been fun and he is glad Kirsten and Sierra will be involved. He thanked the Board for their consideration.

AJ supports the compost project and the open dialogue of all involved because he was originally not in support of it and had questions. He thanked the Recycling Committee and others for the open communications.

Lisa P. is thrilled to see the compost project moving forward because it embodies our mission, vision, and values. Thanks to everyone who has been working on it and persevering.

George B. spoke to the building

of a compost center on the winery property, and said from the beginning this project presented more questions than answers. The scale and vision for this compost project is complicated, expensive, and risky. The outcomes of many years of composting Fair waste has been disappointing, at best. The finished product is of little or no value, and produces foul smells and legions of flies. The process is labor intensive and requires screening to remove handy wipes, coffee cup liners, plastic film, glitter, micro plastics, tampons, and diapers. In addition to flies, it attracts rats and neighbors complain about the smell.

George B. does not believe that the account work of cost versus benefit to the Fair for this project has been done. The cost for the concrete slab was gravely underestimated, and does not include costs for equipment, drainage, watering infrastructure, and viable pest management. We have individuals with great passion and enthusiasm for composting, and they embrace a long-standing Fair value. But the project needs more critical and dispassionate vetting.

George B. feels he is being asked to approve the motion under duress. The Board has received thinly veiled threats that not approving the project would be met by a mass resignation of Recycling Crew and Coordinators. It is a poverty that individual self-interest, personal feelings, and tribal loyalties for some is more important than the health and well-being, or even survival, of the organization. Today, the greatest threat to our continued existence is coming from the inside; it is coming from us. Some of us have turned to social media as a way to vent anger and frustration. George B. hopes that at the end of the day our community can still find more that binds us than separates us. Can we embrace the WE over the I and save this wonder-

ful organization from self-destruction?

Paxton supports the compost project and says there is nutrient value in some of the composted waste. A good compost pile mixed with paper waste does not smell nor attract flies or rats. We have been working on this project for several years and we can manage it. Paxton has videos up on YouTube about the work involved with composting, and supports a future addition of a solar array.

Spirit expressed concern with the cost of labor, and hopes the project can be delayed until next year. She appreciates all the work everyone has put into it, and thanked George B. for his comments.

Sandra wanted to acknowledge what George B. said, in that our organization needs much self-examination.

Jon S. noted the language of the motion was not included in the Board packet. He asked what the total cost of this project though completion would be.

Hilary said the proposals have changed many times and the intent of this motion is for the planning and permitting stage. The proposals have ranged from \$100,000 up to \$400,000 with the solar roof. Hilary is concerned about the high cost for the framework and why we would not use grid instead of solar. This motion will help us determine the specifics of the project, and will not move forward until staff confirms.

Jon S. asked if work on a concrete slab would progress even if the total cost of the project had yet to be determined.

Hilary said that would be the decision of staff because the slab is a big central piece, expensive, and irreversible. It is part of the entire project, so it is not a standalone expense in her mind.

Kirk said this could be the first step to at least allow composting to

begin for this year and then later we can put a barn structure over it. In response to Hilary's concern over the cost of framework for solar, Kirk said the higher end costs would be for a structure made of solar panels. It is much less expensive to build trusses and put solar panels on them. There is still work to do on designs and pricing, but there needs to be a sense of commitment.

Grumpy agreed with Kirk that a concrete slab could be poured if the planning is done and the permit is given. It is appropriate for staff to be involved in the decisions.

Jon S. said they should look at putting together a five-year capital improvement plan for projects such as the Far Side road. He said it is important to evaluate what will be spent in addition to income. He will vote for the motion, but wants us to rethink further ahead when doing these kinds of things.

Motion passed: 8-1; George opposed; Spirit abstained.

Lily moved and AJ seconded the following motion:

OCF will require all public attendees to provide proof of full and up-to-date COVID-19 vaccination, as defined by the CDC, with the option for a religious or medical exemption, in compliance with the ADA regulations, in the form of a negative COVID-19 test administered by a licensed test provider, laboratory, or health care provider, 24 hours prior to the date of entry, in order to attend the Fair in 2022.

Documentation of vaccination status, along with valid ID, must be shown upon entry to the event and available upon request at any time — ID is not required for minors but they are still required to have a valid negative test.

The following are acceptable as proof of full vaccination:

Vaccination card or record (issued

by government or health care provider).

Photo of a vaccination card (physical or digital).

Documentation must include:

Name of the person vaccinated,
Vaccine provided,

Date the final dose was administered.

NOTE: Self-reported vaccination records that are not verified by a health care provider cannot be accepted.

ATTENDEES WITHOUT VACCINATIONS:

Attendees unable to be vaccinated, due to a religious or medical exemption in compliance with ADA regulations, or because vaccines are not available for their age group, including children under 5, will be required to show proof of a negative COVID-19 test taken within 24 hours prior to event attendance.

Documentation of a negative COVID test, along with valid ID, must be shown upon entry to the event and available upon request at any time.

The following are acceptable as proof of a negative COVID-19 test result:

Printed document (issued by government or health care provider).

Email or text message displayed digitally (issued by government or health care provider).

Documentation must include:

Name of the person tested,

Test of type performed,

Date of negative test result (taken within 24 hours prior to event attendance).

NOTE: Self-reported (home test) results will not be accepted. All results must be from a licensed test provider, laboratory, or health care provider.

The vaccination policy and the ticket sales are subject to change at any time, including to a more restrictive policy, as we address the

health and safety needs of our community.

Grumpy: This motion has an accommodation of testing for the public and he is opposed to that. He thinks the public should be vaccinated, and only exceptions for kids.

FireDIC asked where people will get a COVID test confirmed by a third party within 24 hours if they want to attend Saturday or Sunday. Lily said that was up to the attendee.

Jon P. said it would be unlikely to get into a clinic on the weekend for a test, and he recommended the motion be amended.

Sam questioned if someone has a three-day pass, and they intend to use the religious or medical exemption, would they really be able to provide a negative COVID test for all three days. Also, Sam wanted to clarify the reference to ADA regulations only refers to the medical exemption.

Kirsten said they would review the option to allow one 24-hour COVID test result for entry with a three-day pass. Sam asked if the wording of the motion allowed for that flexibility and Kirsten replied yes.

Lisa P. wanted to remind the Board these are operational details in regard to the questions being asked, and their vote on the motion is around policy. She does not feel comfortable taking a vote because the Board just got the information four days ago and it has changed over that time. This is a major decision that needs to be posted on the .net site and allow for membership review for at least 30 days.

Lisa moved and Sue seconded to table the motion.

Motion to table failed: 5-5; AJ, Lily, Sam, Sandra, and Spirit opposed.

Lily moved and Sam seconded to extend the Board meeting by 15 minutes.

Motion passed: 8-2; George and Lisa P. opposed.

AJ asked if there was a cost comparison between the proposed motion with exemptions allowed, versus requiring everyone to be vaccinated. Kirsten said there would be no additional staff time or hard costs to the organization to make accommodations.

Paxton understood we needed to do this for ADA compliance, and supports the motion.

Sandra asked for Lily to send the most current version of the motion to the Board members and it was emailed to them.

Spirit asked for an amendment to remove the requirement of kids under age 5 to provide a negative test. We cannot enforce this, and it can be traumatizing for the kids.

Lily said the motion is proposed policy for attendees. Spirit said it would exclude families and is much more strict than other event venues during the pandemic.

Jon S. questioned allowing one negative test for a three-day time period because that diminishes the rationale of the COVID Response Team's recommendation of 24 hours. If you do require a negative test within 24 hours, then in essence you are saying Friday is an "unvaccinated day." So, if you don't want to be around unvaccinated people, then come to the Fair on Saturday and Sunday, and that might not be a bad thing to consider.

Jon S. said in June of 2018 the Board of Directors passed a motion that basically applied the ADA standards to Pre-Fair and Post-Fair. Right now, Pre-Fair, Post Fair, and anybody involved with the Fair during the event who is nonpublic is required to be vaccinated with no exceptions. If you pass the current motion, you are making an exception to the previous motion passed in 2018.

Jon S. has a real problem with the message being sent, in not honoring the ADA guidelines for our volunteers who contribute, but willing to honor it for members of the public who give us money. He would prefer to justify the vaccination requirement across the board to everybody.

Jon S. wondered what the essential difference was between somebody on a worker day pass being required to have a vaccine coming in on Friday, and a member of the general public having the option of a test coming in on Friday. What is the difference in terms of protection to the Fair? He also wondered what the effect will be on families wanting to come to Fair, and will this motion drive away families with children under 5 years due to additional costs for testing and accessibility to testing on weekends? Jon S. does not support the current motion.

Sandra asked about what kind of documentation would be needed for the medical and religious exemptions, and she proposed an amendment that the Fair accept the Oregon Health Authority guidelines so we have a standardized process.

Sam wanted to ask again if the current motion had the operational leeway that would allow management to study whether or not to use the Oregon Health Authority guidelines. Lily said that staff would have the leeway, but was still willing to accept Sandra's proposed amendment. AJ also agreed to an amendment.

Lisa P. said the Board has not had adequate time to consider this decision, and would feel irresponsible voting on it at this meeting. She asked again to table the motion.

Spirit asked if the conversation on this motion could be followed up at the Board Special Open Meeting with membership on March 21, and if that gave Kirsten enough time to get things in order to start ticket sales

on April 1. Spirit will not vote unless the policy for kids is amended.

Kirsten said it is not ideal, but as ED she serves at the pleasure of the Board.

AJ expressed concerns over the requirements for kids and causing them trauma, and that prevents him from fully supporting the motion.

Lisa moved and Sue seconded to table the motion.

Motion to table failed: 6-4; AJ, Lily, Sandra, and Spirit opposed.

AJ moved and Sam seconded to extend the Board meeting by five minutes.

Motion passed: 7-2; Jon S. and Sue opposed; Lisa P. abstained.

Spirit asked for an amendment to remove the verbiage “or because vaccines are not available for their age group, including children under 5.”

Lily said saliva swabs are now an acceptable testing technique and easy to get, instead of a nasal swab. She did not want to amend the motion.

Spirit noted that it would require the test be administered by a licensed test provider, as a home kit would not be acceptable.

Sam said the saliva swab tests are super easy.

Jon S. asked how long it takes to get results from a saliva test. Lily said it depends on where you get it, and there are places you can get rapid antigen tests.

Jon S. asked what the feasibility was for providing tests onsite. Lily said she has heard it is not feasible and is an operational issue.

As amended, Lily moved and AJ seconded the following motion:

OCF will require all public attendees to provide proof of full and up-to-date COVID-19 vaccination, as defined by the CDC, with the option for a religious or medical

exemption, in compliance with the ADA regulations, in the form of a negative COVID-19 test administered by a licensed test provider, laboratory, or health care provider, 24 hours prior to the date of entry, in order to attend the Fair in 2022.

Documentation of vaccination status, along with valid ID, must be shown upon entry to the event and available upon request at any time — ID is not required for minors but they are still required to have a valid negative test.

The following are acceptable as proof of full vaccination:

Vaccination card or record (issued by government or health care provider).

Photo of a vaccination card (physical or digital).

Documentation must include:

Name of the person vaccinated,

Vaccine provided,

Date the final dose was administered.

NOTE: Self-reported vaccination records which are not verified by a health care provider cannot be accepted.

ATTENDEES WITHOUT VACCINATIONS:

Attendees unable to be vaccinated will be required to show proof of a negative COVID-19 test taken within 24 hours prior to event attendance. This includes those who have a religious or medical exemption in compliance with ADA regulations, and are able to provide proof in accordance with OHA specifications, or children for whose age groups vaccines are not available, including children under 5.

Documentation of a negative COVID test, along with valid ID must be shown upon entry to the event and available upon request at any time.

The following are acceptable as proof of a negative COVID-19 test

result:

Printed document (issued by government or health care provider).

Email or text message displayed digitally (issued by government or health care provider).

Documentation must include:

Name of the person tested,

Test type performed,

Date of negative test result (taken within 24 hours prior to event attendance).

NOTE: Self-reported (home test) results will not be accepted. All results must be from a licensed test provider, laboratory, or health care provider.

The vaccination policy and the ticket sales are subject to change at any time, including to a more restrictive policy, as we address the health and safety needs of our community.

Motion passed: 6-3; Jon S., Lisa P., and Sue opposed; Spirit abstained.

New Business Items

(YouTube video 3:09:15)

Onsite event scenarios will be addressed at the upcoming Board Special Open Meeting with membership for Monday, March 21, 2022, at 7 pm.

Juried logo items

OCF to hire the professional services that are needed to process the active grievances and find resolution. That will include fact finding as already passed by the Board and the implementation of recommended actions to cure the grievances

Financial support for booth people in constructing their booths

President's Peace

(YouTube video 3:10:34)

Lily said she would like us all to work harder at treating each other better. She has seen strides in fixing the deep hurt in our community. As we move into spring and things are

being rebirthed and reborn, let us look within ourselves to have more respect for our Fair community members, and not being keyboard warriors firing off words toward each other. There is rebirth happening in the world, and let us bring that into our community.

An online Board Special Open Meeting is scheduled for Monday, March 21, 2022, at 7 pm.

(Onsite event scenarios will be addressed.)

The next scheduled online monthly Board Meeting is Monday, April 4, 2022, at 7 pm.

Upcoming Board meeting agenda items include:

Jon: 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 December 2022 Board meeting.

Sandra: OCF to hire the professional services that are needed to process the active grievances and find resolution. That will include fact finding as already passed by the board and the implementation of recommended actions to cure the grievances.

Board: Vote on juried logo items.

Jon: Financial support for booth people in constructing their booths.



Digital Art: Niki Harris