

**Board of Directors Meeting**  
**March 7, 2022 – 7pm**  
**Zoom remote online and live streamed on YouTube**  
**YouTube recording link:**

<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](mailto: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 committee 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](mailto: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 expenditures, 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 Bylaws 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](http://oregoncountryfair.net) and check the Upcoming Events schedule for committee meeting dates, times, and online links.*

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

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

**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 included 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](mailto:bylaws@oregoncountryfair.org).

**Personnel Policies Committee:** The Personnel Policies Committee is looking for new members! Please submit letters of interest to [personnelpolicy@oregoncountryfair.org](mailto: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 onsite 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 wonderful 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 through 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.