

FAIR FAMILY NEWS

OREGON COUNTRY FAIR  ONE CREATIVE FAMILY

VOLUME 30 ISSUE 2 JUNE 2022



WHAT'S INSIDE

Dozens of timely reminders to help you navigate the return of the Oregon Country Fair. See you there!

Welcome to the new, full staff of the Oregon Country Fair: Durwin Hoskins, Caretaker; Alex Zabala, Office Assistant; Vanessa Roy, Marketing Manager; Corey "Redd" St. Germain, Operations Manager; Robin Bernardi, Culture Jam; norma sax, Bookkeeper; Jeff Johnson, Groundskeeper; Kirsten Bolton, Executive Director; Korey Stidham, Groundskeeper; Sierra McComas, Site & Facilities Manager; Alexis Maddock, Volunteer Support Specialist; and Mark Malaska, Assistant Manager.

OCF Coordinators gather for a group photo at their meeting on May 29, 2022, at Alice's onsite.





FAIR FAMILY CALENDAR

JUNE

- 20 Last day for partial refund of booth fees
- 22 Last day to submit plans for major booth work
- 26 Board of Directors meeting, OCF Site, 4 pm
- 26 Human Intervention Training
- 26 Last day for regular priced passes
- 27 Cost of SO passes and vendor camping passes increases to \$140; vehicle stickers increase to \$40

JULY

- 4 All construction requiring inspection must be completed
- 5 All construction completed (tools down!)
- 5 Annual meeting of booth participants, Shady Grove, 7 to 9 pm
- 6-10 Pick up passes at Registration
- 8, 9, 10 **Ready! Set! Fair Time!**
- 11 No camping on OCF property except for post-Fair work crews
- 15 Main Camp closes
- 31 Voucher redemption expires
- 31 Last day to donate vouchers to the Jill Heiman Vision Fund
- 31 Last day for booths to request pass refunds

AUGUST

- 1 Board of Directors Meeting, 7pm
- 3 Fair Family News Deadline

For additional events see:

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



WASH HANDS IN SOAP AND WATER!

KEEP IN TOUCH

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

FFN@OREGONCOUNTRYFAIR.ORG

INFO@OREGONCOUNTRYFAIR.ORG

OREGONCOUNTRYFAIR.ORG (EVENT INFO)

OREGONCOUNTRYFAIR.NET (BUSINESS SITE)



*Happy
Birthday
Cancers & Leos!!*



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!

FFN STAFF FOR THE REAWAKENING

Michael "Animated" Ottenhausen
Mary "Reconditioned" Doyon
Suzi "Exhilarated" Prozanski
Daniel "Restored" Cohn
Brad "Brightened" Lerch
Niki "Refreshed" Harris
norma "cheered" sax
Kim "Gladdened" Griggs
Vanessa "Revivified" Roy

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



2022 GUIDELINES

Get all the essential information about our essential event!

<https://tinyurl.com/yrv6zhjd>



Booth Registration & Main Camp Hours

June 4 –June 30

Monday + Tuesday • closed

Wednesday + Thursday • 10 am – 4 pm

Friday, Saturday + Sunday • 10 am – 6 pm

July 1 –July 4

Daily • 10 am – 8 pm

July 5

10 am – 2 pm

As we adjust to changes in process and availability of skilled, experienced crew, Booth Reg may sometimes be closed to in-person service for some periods of time within the posted available hours. During these times you may email us, and we will respond as quickly as possible. Thank you for your patience while we adjust with changing times. Peaches, Booth Registration.

Wristband Booth Hours

July 6 –July 10

Wednesday, July 6 • 9am-10pm

Thursday, July 7 • 9am-10pm

Friday, July 8 • 9am-9pm

Saturday, July 9 • 9am-9pm

Sunday, July 10 • 10am-2pm



Shower Hours

Farside, Miss Piggy's, Shower Central & the Hub:

Thursday: 5-9:30 pm

Friday & Saturday: 7am-9:30 pm

Sunday: 7am-4:30 pm

Flowin' Notes & Back Lot Showers:

Friday thru Sunday: 8am-10:30 pm

Alice's and Zenn:

Friday thru Sunday: 8am-5:30 pm

Thinking of Wheels? Think Again!

Please leave the kids' bikes at home. Only service bikes are allowed. Check in first with QM (Quartermaster (541) 935-SITE/7483) or the management team before bringing a motorized vehicle to the Fair. These vehicles will be limited for service and not for personal transportation.

Drug-Free Event

Alcohol and marijuana consumption is not allowed in public places during public hours. Please ask others to cooperate. Selling alcohol or marijuana at the Fair is illegal. Such sales risk closing the Fair, as well as criminal charges.

Smoking Areas

If you want to smoke, please be considerate of your fellow Fairgoers and smoke only in designated areas. Smoking areas have signs and brightly colored butt cans. If you don't see the can, don't light up!

Get Cash

ATMs are located at Dragon admissions and at Main Stage, along the fence on the right side as you face the stage.

Bring Your Water Bottle

Bring reusable water bottles. Stay hydrated. Pass the word.

Pack it in! Pack it out!!

Leave no trace. Pack it in, pack it out. Please clean up your booths & camp sites. Mother Earth thanks you.

No Dogs on Site

NO DOGS allowed on site as of June 1, except for service dogs. Anyone considering bringing a service animal to the site should refer to the additional information provided in the guidelines. Once on site, please inquire with the Dog Control Crew about getting a laminate tag.

Minors On Site Forms

Everyone coming on site pre-Fair with a minor must fill out one of these forms. You need to fill it out only once. They can be found online at oregoncountryfair.net or at the Fair site from the Greeter or at Quartermaster. Filling the form out before you get to the site will earn you extra brownie points.

Child Care Update

Hello from the OCF Child Care Crew! We're very excited for the return of an in-person Oregon Country Fair. Our crew is looking forward to fulfilling our mission to bring the magic of Fair to the youngest among us! Due to the challenges of the pandemic, however, our services are going to look a little bit different this year.

In the interest of keeping children and our crewmates safe, we will not be able to offer staff-supervised, checked-in child care at either of our normal locations. We are extending our footprint on the children- and family-centered path, Wally's Way, with a fully scheduled stage at New Kids Child Care along with the playground, free library, interactive games and many other enriching offerings.

Our Sesame Street location is being reimagined as a neighborhood park-style family rest area with entertainers, family games, and other activities. We're also expanding the rest areas for families with small children: Groover's Grove on Sesame Street, Mellow Place on Wally's Way, and new for 2022, Mellow Place 2 in the WorkIt Shop in Xavanadu!

We hope to be back next year with our traditional checked-in child care and we sincerely regret any inconvenience this may cause for our valued patrons.

COVID-19 Warning

COVID-19 is an extremely contagious disease that can lead to severe illness and death. There is an inherent and elevated risk of exposure to COVID-19 in any public place or any place where people are present. There is no guarantee, express or implied, that those attending the Oregon Country Fair will not be exposed to COVID-19. The Oregon Country Fair event will operate in accordance with all applicable public health conditions as of the date of the event. Those conditions, which may change at any time, as determined by federal, state, or local government agencies and may include, without limitation: changes to capacity; attendance procedures and entry requirements, such as proof of vaccination; and other protective measures such as requiring attendees to wear face coverings. If any volunteer does not comply with any laws, mandates, health orders or directives, or event terms, conditions or rules, then the Oregon Country Fair may deny participation at the event and require the volunteer to leave and they will not be entitled to a refund.



Need Help?

We hope you don't have any emergencies, but if you do, go to the nearest Information Booth or to the White Bird Medical Clinic by the Main Stage. See map for locations or ask at any booth. White Bird is a complete emergency medical system staffed by nurses, doctors and other health care professionals. Information Booths are equipped to handle minor first aid situations and can get you connected with the care you need.

Lost & Found

Lost something? Please go to the Odyssey Information booth to see if it's been found or to file a report if it hasn't yet appeared. All found items will be collected from Information booths and taken to Lost and Found Central at Odyssey by the end of each day of the Fair.

After the Fair, please email: lostandfound@oregoncountryfair.org with your contact info and a complete description of your item. Because of the volume of reports we receive, we may not be able to get back to you if we don't have your item. If you don't hear from us within two weeks, it's because we do not have what you're looking for.

If your item is given to us after the Fair, we will do our best to re-unite it with you by mail (at your expense). If you're in the Eugene area, we may be able to deliver it to you. We keep found items for about 30 days after the Fair and then donate unclaimed goods to a local charity.

Please consider putting some sort of identification on your precious possession so we can easily return it to you. An address label is a good idea. Cell phones, iPads, cameras, fanny packs, all turn up and astonishingly enough, don't always get claimed. We would return items much faster if we can easily identify to whom they belong.

Found something? Please bring it to the Odyssey Information booth and your good karma points will increase considerably.

Feedback

During the Fair, feedback forms are available at any Information Booth. After the Fair, forms or written comments complete with your name, address and phone number can be mailed to: Feedback, OCF, 442 Lawrence St., Eugene, OR 97401 or emailed to info@oregoncountryfair.org. Your feedback is appreciated, welcome and given attention!

Vaccination Policy Update

The Oregon Country Fair Board of Directors voted to update the vaccination policies for the public as well as for Fair Family. Please review the updated policies and share this information with anyone who is attending the Fair. For more information, see the [2022 Safety Plan](#).

Fair Family Policy

OCF will require all members, volunteers, artists, crafters, performers, and vendors, as well as their accompanying children ages 5 and up, to provide proof of a full primary series of COVID-19 vaccination, as [defined by the CDC](#). This includes everyone attending with a worker day pass, SO pass, VIP pass and trade pass. Children under 5 years old are not required to be vaccinated.

Public Policy

OCF will require all public attendees to provide proof of a full primary series of COVID-19 vaccination, as defined by the CDC. Attendees unable to be vaccinated will be required to show proof of a negative PCR COVID-19 test taken within 24 hours prior to event attendance. Children under 5 years old are not required to be vaccinated and are not required to provide a negative COVID test.

Please bring your proof of vaccination to the site, even if you emailed your proof of vaccination.

Acceptable Proof of COVID-19 Vaccination

- Vaccination certificate with QR code, digital pass via Smartphone application with QR code1 (e.g., United Kingdom National Health Service COVID Pass, European Union Digital COVID Certificate)
- Printout of COVID-19 vaccination record or a COVID-19 vaccination certificate issued at national or subnational level or by an authorized vaccine provider
- Digital photos of vaccination card or record, downloaded vaccine record or vaccination certificate from official source (e.g., public health agency, government agency, or other authorized vaccine provider), or a mobile phone application

All forms of proof of COVID-19 vaccination must have:

- Personal identifiers (full name plus at least one other identifier such as date of birth or passport number) that match the personal identifiers on the passenger's passport or other legal documents;
- Name of official source issuing the record (e.g., public health agency, government agency, or other authorized vaccine provider);
- Vaccine manufacturer and date(s) of vaccination.



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).



Fair Family News Editorial Policy

The Fair Family News provides space for a calendar of events; announcements; Letters from the Family and to and from the Board; information for and from crews, booths and entertainers; committee reports; official information about the Fair; and room for any other Fair Family contributions with the purpose of sharing. As space allows, Fair-related contributions such as art, short literary pieces and humor will be included. All printed material will be edited for clarity and length. We will not print personal attacks or material that is libelous. It is the intent of the Fair Family News to print all sides of a debate whenever possible. This newsletter will uphold the OCF Code of Conduct.

Return of Lime Green Friday!

Hello Limeys,

After a two-year hiatus that pushed Lime Green Friday into the “Fair in the Clouds” and was practiced on the local level by many of the faithful, we return to the hallowed grounds. This in-person Fair welcomes the phoenix rise of proper Lime Green Friday, this July 8! We will be bursting out of our seams with sub-Lime joy as we can once again return to the Lime Green Mecca in Veneta.

So wear lots of lime of any form, Friday, July 8, 2022, no matter who you are, where you are, or what you are doing. The Limeys will be up to our usual: Meet &



Photo © 2020 Jeremy Running

Greet at the Dragon admissions up until 11:00 am. We will then stream into the Fair and meet up with any stragglers at Rebo’s Gazebo in Chela Mela and start off on our Lime Parade from there. You can jump into the parade at any point!

Please bring drums, percussion instruments, kazoos, etc., to keep the Limeys lively. We will parade the whole Eight and return for a Lime Group Photo-op at the Gazebo. If you miss the parade there is still a whole day to wear lime and greet our kind with a “Happy Lime Friday.” Wear Lime with Peachy for dragon run (check with the Dragon Handlers for times), as well as just strutting our stuff around the Fair.

Looking forward to seeing all of you Limeys this year as we rise from the ashes. Thank you for keeping the faith!

*Dana Merryday,
Elder*

Sunday Morning Mourning March

Dear Fair Family,

Observing that a steady stream of our Fair Family is leaving our company in the Land of the Living, for the past several years we of Stage Left/Fighting Instruments of Karma have created a Fair tradition. On Sunday morning of the Fair, in memory of members of our Fair Family who have left our Mortal Plane in the past year, we have slow-marched from Stage Left to the Junction — the Crossroads, where the Lands of Living and Dead meet — to arrive at 10 am. We very briefly commemorate the departed; names are mentioned and honored; those of us of the Tribes of Israel (and others

who choose to join us) recite the Kaddish, the ancient Aramaic memorial prayer (scripts provided); and then we return whence we came, leaving the Junction around 10:15 am (perhaps a bit later this year) to return to our camp and get ready for our first full Parade. We invite all Fair Family who would like to bid farewell to a Loved One to join us. See you out there.

*Sammy Epstein,
Fighting Instruments of Karma*



Hear Our Community's Power on Spoken Word Stages!

by Laura Stuart and Lia Holland, Co-Coordinator, Spoken Word

Spoken Word Crew invites one and all to visit us at Spirit Tower, Front Porch, Rabbit Hole, and Chez Ray's stages to hear from an incredible lineup of speakers this year. Our topics range from racial and reproductive justice, to witches and the Long Tom River, bringing together a host of big thinkers and doers to share with us what we didn't know we wish we knew!

This year, our author highlights include Portland authors Michelle Ruiz Keil and Laura Stanfill. Michelle's magical young adult fiction won our hearts when we read a passage about the Fair in her debut novel, "All of Us with Wings." Laura is a publisher herself whose first novel came out this spring—"Singing Lessons for the Stylish Canary." We also welcome Ken Babbs to the stage with his new book, "Cro-nies," featuring adventures with Ken Kesey and the Grateful Dead.

It is a thrill to have transgender/queer activist and folk-punk icon Evan Greer headlining our lineup for 2022. She will be speaking, performing, and hosting a very special memorial for Anne Feeny on Saturday at the Front Porch, at 3:30 pm.

Justice for traditionally marginalized people has been on our minds with the absence of Inspire Tribe this year, who are usually the closing act on Spirit Tower stage each day. While that gap in our hearts cannot be filled, we can still do the work! So, tune into our Words of Power Panel to learn about reclaiming slurs to resist institutionalized oppression; join Danc-eSafe for programming on consent, community safety, and the history of the war on people who use drugs;

participate in stage takeovers from the Fair's new BIPOC Sanctuary and Rainbow Connection booths as well as a big Sunday Drag Show—and more!

On Saturday, we are scheduling reproductive justice events to resist forced birth, in solidarity with Planned Parenthood protests across the country on that day. Join us for an abortion rights rally at Spirit Tower. If you know anyone who wants to contribute to the rally event or organize a parade or march departing from that area, let's do it together! There will also be

a grassroots Q & A on sterilization from Spoken Worders who chose such procedures, so if you're curious, come by.

Chez Ray's is a pinwheel of showcases in 2022 — we have Poetry, Storytelling, and Stand Up Comedy in an intimate, shady setting. Come have your heart blown open and laugh until you cry at this very special little stage.

And last but not least, rest is important as you resist. Join Dreamscapes Academy for

an interactive workshop exploring the environments of our dreaming worlds — dreaming is a decolonial praxis. Kemy Joseph will be presenting his joyous motivational hip hop at multiple stages. Jay Hogan will speak on culture and hair, Laurence Cole and Karly Loveling will bring our community together in song, Fair favorite Fooble the Dragon will hold court in Rabbit Hole, Tom Noddy returns with bubble magic, CelloJoe will be bringing his friends to Spirit Tower, and we are so fortunate to welcome once again Jaya Lakshmi for sacred kirtan to lift our spirits and dance our hearts out. And that's not all! All of us at Spoken Word can't wait to see you again.



Photo © 2020 Wood & Smith

The Lowdown on Food Booths

Here are the amazing food booths and carts that have committed to being at Fair 2022. They have risen to the occasion and are excited to feed you and take in stride any challenges ahead.

Afghani Cuisine
 Bangkok Grill
 Blazing Salads
 Blintz Booth
 Buddha Chocolate
 Cafe 26
 Cafe Lafayette
 Cafe Mam
 Casablanca
 Celestial Snacks
 Clayton's Candies
 Cooperative Fruit
 Dan's Original Burgers
 Deep Sea Delights
 Dessert Oasis
 Divine Balance Fruit Salad
 Divine Cupcake
 Dr Brew Kombucha
 El Burrito Shop
 Elegant Elephant
 Fresh Squeeze
 Genesis Juice
 Get Fried
 Gourmet Lemonade, The
 Great Falafel
 Gritz La Ritz
 Hemp House Grill
 Herbal Junction
 Hilltop Bakery
 Just Desserts by Rosie
 Knish Bliss
 Kundari's Pizza
 La Tortilla
 Le Petit Gourmet
 Lovin' Oven
 Mainstage Smoothies
 Mario Bros LLC
 Miceys Louisiana Gumbo
 Monster Cookie Co
 Old Fashioned Fudge
 Phoenix Rising
 Pizza Co
 Raw

Rising Moon
 Ritta's Burritos
 Roll On Egg Rolls
 Sonny's India House
 Soy World's Vegan Truck Stop
 Springfield Creamery
 Stefano's Souvlaki
 Stir Fried
 The Cannery
 The Hundredth Munchy
 The Mac
 Valentine's Coffee
 Veggie Heaven
 Viva Vegetarian Grill
 White Bird's Cleveland Chicken
 Whole Enchilada
 Wild Berry

Listed below are food booths and carts taking 2022 off. We wish them well and hope to enjoy them next year.

Cafe Mundo
 Edible Improv
 Sumo Sushi
 Golden Avatar
 Maty's Peruvian
 Olive Grove
 Patti's Pies
 Off the Waffle
 Sheilagh's Gourmet
 Dana's Cheesecake
 Organic Orange Juice
 Mama's Momos
 Cart de Frisco
 Horn of Africa
 Nearly Normals
 New Day Bakery
 Sara's Tamales
 Tofu Palace
 Northwest Empanadas
 Strollers/Carts
 Psychedelic Thai
 Tea Ticklers
 Ice Delight
 Cascadia Sno Cones
 J-Tea
 Coconut Bliss
 Sno Cone Jacks



Photo © 2020 Jeremy Running

Volunteer at Culture Jam 2022!

by Robin Bernardi, Culture Jam Coordinator

Looking to help? Join the Culture Jam Kitchen this August and be part of making magic happen for a whole lot of young people! While our Culture Jam youth are with us for eight full days, the Culture Jam Kitchen is at the heart of it all. It is a hub of wonderful activity where delicious, healthy, organic, homemade fare is prepared three times each day for up to 100 people.

Our volunteers are essential in providing Culture Jam campers with enthusiasm, creativity and yummy tasting food. Previous food and beverage experience recommended (but not necessary). We welcome anyone wanting to prepare greatness in our kitchen!

There is a variety of volunteer shifts available to best suit your needs. Interested? And/or want to know more about Culture Jam? Contact Robin at the Fair office, robin@oregoncountryfair.org

ARE YOU
FULFILLED
BY SUPPORTING THE ARTS,
EMPOWERING
YOUNG PEOPLE?

EXCITED TO
**COOK &
EAT?**

COME VOLUNTEER & PLAY IN THE
CULTURE JAM KITCHEN!

WE LOVE FOOD
AND COOK A LOT OF IT!

**SEEKING
KITCHEN
EXPERIENCE?**

CAMPING, MEALS, AND COMMUNITY

WE'VE GOT THE KITCHEN, EXPERIENCE, AND GREAT JAMS!

July 29-August 5, 2022
Email: robin@oregoncountryfair.org

Formatting a Fire-Free Fair

by Fire Bill, retiring coordinator of Fire Crew

Most people don't know that every year we have fire incidents at the Fair. Fortunately, the Fair family has reacted quickly and decisively and these small fires usually don't end up getting big. That is why we've been pushing for the past 20-plus years for fire extinguishers, buckets and burlap. We've been fortunate not to have experienced a large complex fire, mainly due to the reaction of a few folks that had their stuff together and knew how to use it.

Speaking of which, we will be conducting fire extinguisher training from 10 am to 3 pm on July 5, 6 and 7, or until we run out of extinguishers. Location will be determined according to the prevailing winds, but we will be visibly set up out in the parking lots. Don't miss this great opportunity to build confidence on how and when to use an extinguisher. The testimonials that we've heard from folks reinforce our belief that this training is absolutely necessary and has saved lives and homes.

Of course, it's still early and we may get moisture right up until the Fair, but if the fire weather predictions hold true with less than average precipitation and warmer temperatures, the Fair could be very dry indeed. This, coupled with the huge amount of downed woody material resultant from nearly three years of inactivity, could create a situation unprecedented in Fair history.

On a related note, we would like to give a shout out to the Fair for making a concerted effort in hauling, chipping, or otherwise reducing the amount of fuel concentrations in the majority of the camping areas. Great job, folks!

Please bring your certified 5-pound ABC-rated fire extinguishers, buckets and burlap. A good rule of thumb for your camp is: If you can't see a fire extinguisher or buckets from where you're standing, then it's a good idea to have more. Clearly mark your fire buckets and use them only for water and burlap. Mount your fire extinguisher

at eye level if possible and away from other potential fire sources. Ask yourself if your camp has a fire plan and if not, make one. If you need assistance developing a plan, please let us know. Unfortunately, our "OCF

Happy Daze" discounts are no longer available.

Please note that RVs are considered an individual camp and are required to have a current fire extinguisher as well as a working smoke alarm. The RV clusters, like in SCOF's and South Miss Piggy's, present particularly high areas of concern for us as it truly is only a matter of time before we have an RV incident. If you stay in one of these areas, please develop an evacuation plan and you

can account for everyone at 2 am if needed.

Also, if you are working at the site and are using any gasoline-powered equipment, please have a fire extinguisher with you, watch for sparks and be extra cautious during refueling.

As far as campfires are concerned, it's too early for severe restrictions, but that could change as we get closer to "Fun Time." Of course, all campfires must have a valid 2022 Campfire permit issued by the Fire Crew that meet all of the requirements as listed in the Guidelines. We will have folks available for permit inspections starting July 5, but please keep in mind that fires will not be permitted until the evening of July 6.

With the conditions the way they are (or could be), everyone needs to have a heightened level of fire awareness. You folks are our eyes, ears and noses, and with your help we can have a fire-free Fair.

This is my last article for the FFN as I have moved on to Fire Elder status and am passing the baton to our new Fire Crew Co-coordinator Mike Speiser! Please treat him as well as you did me! Ciao and hugs. Thanks for your vigilance.



Photo © 2020 Wood & Smith

Cream Puff Sparkles (AKA Crew Services)

by Dr. Vanessa Lyon

Welcome back to the 2022 Oregon Country Fair! It's been too long since we saw each other's faces and engaged in some much needed whimsy in a chaotic world. Crew Services (aka Cream Puff Sparkles) is back again this year to make sure that our Fair family is hydrated, caffeinated, and snacked as they perform their essential duties to keep Fair running safe and sound.

Since 2008, Crew Services has joined with the OCF in an effort to reduce the amount of waste generated each Fair. Back then we would routinely purchase more than a thousand flats of bottled water for single use, generating an immense amount of waste and consuming much of the funds we have to provide coffee, tea, juice and snacks to those out working. Every water bottle amounts to two pounds of CO₂, and this year we are proud to purchase only 250 flats of water for those in need and caught without a reusable option. This reduction in our reliance on single-use water bottles amounts to 20 fewer TONS of CO₂!

So, bring your water bottles! Once again we will be driving around in our snack-mobiles and strategically placing water stations around the Fair to ensure you can fill your water bottles/cups/mugs etc. and stay hydrated. In order to keep our beverages safe, each container is thoroughly cleaned before it leaves the

Hub and is filled with water or tasty beverages.

We seal each of our beverage containers with tape and ask that you do NOT consume any beverage from a container if those safety seals are broken. Each station comes equipped with hand sanitizer that we ask each and every person to use judiciously BEFORE touching spigots or snacks to help prevent the spread of infectious agents such as COVID, Norovirus and Adenovirus. Crew Services has used our hand sanitizer and safety seal method since day one, and we are proud to report that we have never had an outbreak of any infectious agent.

Preventing the spread of COVID is a priority of our staff and the Fair family at large. We now know the spread of COVID is mostly through respiratory droplets and close contact with sick individuals. That being said, making sure hands are washed as often as possible with soap and water or by using hand sanitizer will further ensure we are not spreading infection by touching high-contact surfaces.

We are so excited to see everyone back this year and look forward to a healthy and happy Oregon Country Fair! Please remember to pack your reusable cups and bottles, remember that everyone is doing the best they can, and WASH YER PAWS.



Photo © 2020 Jeremy Running

Get Your Collectible Photo ID at Fair

by Ami Huvah, Co-Coordinator Photo ID Booth

Feel like a wristband is a bit too institutional for OCF? Wave your freak flag with an official Photo ID! Get a permanent memento of Fair, with your shining face surrounded by beautiful artwork. It's easy to wear and a lot cleaner than wearing your wristband for years!

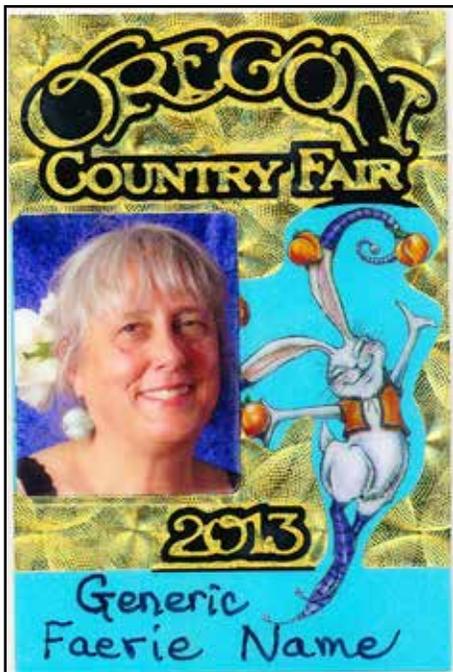
Don't want to put your real name out there for all to see? No problem! We'll label your lam with any "fairy name" you choose (your real name goes on the back). Or spin our official Fair Name Wheel!

Bringing a little person who has a tendency to wander? Get a "Fun Pass" with their picture and helpful info, such as parents/guardians' names/numbers, and

directions back to your camp. What fun to have a keepsake snapshot of their childhood at Fair!

Photo ID is a first stop for many of our family. Since 1994, the price is still just \$5. Get your staff, booth or elder wristband first, then come and trade up! To complete your collection, commemorative "Fun Passes" are available from past Fairs, as well as the last two "Un-Fairs."

Located at the Tail of the Dragon across Dragon Plaza, just to the right of Fair's main entrance. Open Wednesday – Friday from 8 am to 8 pm, and Saturday 11 am-12:30 pm, and 5:30-7 pm. Closed Sunday. Relax in our comfortable and shaded waiting area. We can't wait to welcome you home!



Fair Area Rapid Transit Shuttle (FARTS)

Important Information

FARTS is excited to see you at our 2022 Fair!

Because FARTS cares about the health and safety of all our passengers as well as our crew, we will be operating at reduced capacity and limiting the number of riders on our shuttles. We appreciate and encourage you to wear a mask while riding with us.

Please be prepared and bring your mask when riding our shuttles. To decrease your wait time, consider alternatives: using our service at off-peak hours, (mornings and evenings) or possibly biking/walking.

The FARTS shuttle will operate three buses: Bubble Bus, Purple Passion and the ExtraLove for the Fair family on July 6, 7, 8, 10 and 11

Hours of operation:

Wednesday & Thursday,
8 am-midnight

Friday morning, 7 am-9
am

Sunday night, 9 pm-mid-
night

Monday, 7 am-3 pm

The FARTS shuttles move in Fair Time (please be patient) from OuttaSite to Carts. Stops include: the entrance gate to OuttaSite, Registration and Carts.

Our ExtraLove Wheelchair minibus will also make two additional stops: at SCOF Lot Handicapped Parking and at Elders Camp near The Hub showers. Your Fair family has experienced and trained drivers to assist in the loading and unloading process.

Interesting Facts Everyone Should Know:

- * Please wave the FARTS down and the FARTS will stop if/when they are able.
- * Jumping onto a moving FART is dangerous.
- * Hanging off the back step is dangerous. The

FARTS ropes are there to keep our Fair family safe; please stay inside of them, and enjoy your adventure.

* Our two trolley-style buses typically carry about 30 passengers, but this year will be running at reduced capacity; please consider this when there is a crowd.

* During the high rider-ship hours of 11 am-5 pm, the purple bus will be turning around at the entrance to OuttaSite. Please stand to the side and wait in the shade while the bus turns around.

* The pink bus will come through the parking lot center aisle and pick up riders on the way out. We do not pick up at the low point of the ditch at "It's Been Swale." Our pickup will be just *after* the ditch, as we're heading out.

Registration is the drop off/pick up location for off-site campgrounds (like Zumwalt's) that have their own shuttles. Just to be clear,

FARTS stops at Registration but *does not* service off-site campgrounds. The Winery has its own shuttle service and route.

FARTS looks forward to seeing all your sparkling faces. We love you!



What's New in Fair Family Volunteer Parking



by Steve Gorham, Traffic Crew

We are changing some of the on-site Fair family volunteer parking areas this year, mainly to make it easier for volunteers to be closer to the entrance of the Fair.

Where Fair family volunteers park, on site, during the Fair is based on where they parked in the past and/or where their Vehicle Stickers allow the family to park.

The major change this year is that we will be parking vehicles that are not allowed to park elsewhere on site in the Fair (for example camping in South Miss Piggy, SCOF, Alice's, Back Lot, etc.), first in the Dead Lot (which in the past has been public parking), then Outta Site Lot, then as overflow, and if needed the Outer Limits (Winery) Parking. This will be started as first-come first-serve. Remember you can park on the Far Side *only* if you have a Far Side Parking Sticker.

So you will park, if there is room, first the Dead Lot, then OuttaSite, then Outer Limits (Winery) if needed as an overflow.

There are two on-site Vehicle Stickers this year, except for the Emergency Vehicle and Service Vehicle Stickers. One is light green and says 2022 Vehicle Sticker, and the other is the orange 2022 Outer Limits — this is the Far Side vehicle sticker. There is no Outta Site vehicle sticker this year, but with the above two stickers you can park in the Dead Lot, the Outta Site Lot and, if it is needed as an overflow, the Outer Limits (Winery Lot).

You must have a blue OVRV oversize vehicle sticker for oversize vehicles and RV vehicles. You have to have them *in addition* to any other vehicle sticker that you have, if you have this type of vehicle.



Attention Booth Reps

Preparations for the 2022 Oregon Country Fair are underway!

Booth Registration will be using online submission forms to register your booth for the 2022 Fair.

A link to register your booth will be emailed to you.

If we don't have your current email address, please reach out to us
by sending your current email address to boothreg@oregoncountryfair.org

What if I don't have email?

If you don't use email, is there anyone in your booth who can contact us for you?

The most efficient way to reach us is via email

Or – (if you do not have a way to reach us by email) you can leave a voicemail message at **(541) 868 – 8903**.

Please allow at least a week for a reply to voice mail

Please note – Booth Reg will not be at Saturday Market



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: ffunderwriting@gmail.com

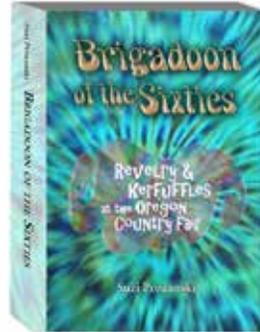


Seeking Share Space: Bob Burt, juried in for Marquetry. I have a range of wood products from small boxes through large screens. I could display on one table or fill a wall or booth. My son and his wife are available for sales help and night guard. View my products at <https://rjburt88.wordpress.com>. Call or text me at 541 554 4304. Thank you.

Artist seeking booth share. Fair family for 20 years, vendor for 4. I'd be a flexible, loving addition to your space. See my art at www.sarahmedinaart.com 503-334-5895

Hi this is Lisa Gladiola, looking for a space in a booth, been a juried vendor since 2008. Have dolls, puppets and small doll houses. Need little space. 541-913-0857

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Instructions for the first 30 days
THE WORKBOOK
M. Cousins



Now in print from former board member, Construction co-coordinator, Internal Security crew leader and current Elder, Katie Cousins! If you or someone you know could benefit from the insights made available here, check out Katie's revised and expanded workbook, available at amazon.com and barnesandnoble.com.



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| | |
|------|-------------------------------|
| 7/16 | The Return of the Tree People |
| 7/30 | ZERO and Steve Kimock |
| 8/1 | mc chris with Crunk Witch |
| 8/3 | Jemere Morgan |
| 8/5 | Stinkfoot Orchestra |
| 8/23 | AJJ and WHY? |

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**BOARD OF DIRECTORS
SPECIAL OPEN MEETING
May 20, 2022 6 pm**

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

YouTube recording link:

[https://www.youtube.com/
watch?v=-8AZJCV4aFk](https://www.youtube.com/watch?v=-8AZJCV4aFk)

*(subject to approval by the Board at
the June 6, 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), and Kimberly "Kimmo" Howard (Recording Secretary).

Staff present: Corey "Redd" St. Germain (Operations Manager), Kirsten Bolton (Executive Director), and Mark Malaska (Assistant Manager).

Lily said the special meeting was called to address the vaccine requirement policy as we continue facing uncertainty in these unprecedented times. In November 2021 when this policy was made, it was during statewide mandated restrictions. Now we are seeing the health information change quickly, and we have to keep in mind that restrictions can

become looser or tighter to ensure health, safety, and inclusivity of this event.

The Board and officers appreciate the more than 200 emails from members or other folks with their feedback and comments on this topic.

**Old Business
(YouTube video 6:25)**

Spirit moved and Sandra seconded approval of the following vaccine policy update:

OCF will require all members, volunteers, artists, crafters, performers, and vendors, as well as their accompanying children (ages 5 and up), to provide proof of full COVID-19 vaccination status, as defined by the CDC. This includes everyone attending with a worker day pass, SO pass, VIP pass, and trade pass. Children 4 years of age and under are not required to be vaccinated.

**Attendees with vaccinations
(public)**

OCF will require all public attendees to provide proof of full 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 PCR 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. Children under 5 years old are not required to be vaccinated.

**Attendees without vaccinations
(public)**

Attendees unable to be vaccinated will be required to show proof of a negative PCR COVID-19 test taken within 24 hours prior to event attendance. This applies only to those who have a religious exemption, or a medical exemption in compliance

with ADA regulations, and are able to provide proof in accordance with OHA specifications. Children under 5 years old are not required to be vaccinated and are not required to provide a negative COVID test.

Our Safety Plan (internal)

OCF will require all members, volunteers, artists, crafters, performers, and vendors, as well as their accompanying children ages 5 and up, to provide proof of full COVID-19 vaccination, as defined by the CDC. This includes everyone attending with a worker day pass, SO pass, VIP pass and trade pass. Children 4 years of age and under are not required to be vaccinated.

Ann Cooley, MD / Medical Director for White Bird Rock Medicine, shared her viewpoint. She has been their medical director for eight years, and wants to be clear that she is not expressing her own personal opinion but is speaking as a medical expert. She spent the past week in meetings with White Bird and Lane County Public Health.

While vaccines are encouraged, it is not possible to keep COVID away from the Fair. Anyone who attends the Fair should do everything in their power to protect themselves. The OCF Board is commended for having a vaccine policy, but the policy should be as simple, straightforward, streamlined, and universally understood as possible. We should not overcomplicate this by requiring things that other events are not.

Medical experts recommend vaccinations from a public health and event safety perspective. Any policy we enforce should be viewed in terms of benefits versus expenditures. When it comes to transmission and requiring people to be boosted to attend the Fair, the benefit is extremely small. The benefit of requiring people to prove or justify their

reason for having a medical or religious exemption is zero, as it does not do anything to make an event safer.

Ann said no one on the Board was unaware of her position as a medical director on this topic. She had previously told the Board when the policy was written initially that the requirement should be kept as simple, straightforward, and consistent with other events as possible. This allows us to spend our human capital and our energy on things that are going to make a bigger impact with our event safety. Ann said when she worked with the Fair COVID workgroup, she asked them to write the policy to state that a primary series of vaccines would be required, nothing more. Instead, the Board approved something different and made it complicated.

Ann reiterated that White Bird and Lane County Health support what she communicated. Her relationship with OCF must be based on trust. She has a medical license, carries extra liability insurance because of the risks, and oversees a kick-ass medical crew that provides fun and effective medical care. Ann expressed her frustration with the Board not trusting her expertise, and she felt like walking away in the week leading up to this meeting. But if Ann walks away there is no medical coverage for the Oregon Country Fair.

In order for Ann to continue as the Fair medical director, we must follow her medical direction and consult with her on any COVID-related topics. This vaccine policy needs to be simplified. The public should not have to show proof of why they are not vaccinated. It would cause slow public entry and put a huge risk on the public health of the surrounding community. We owe a service to the community of Veneta and Lane County, in addition to our members who choose to attend this year. If the

Board does not follow the directives by Ann, then she will leave and there is no one else with White Bird who can replace her. That means if Ann steps down, then White Bird steps down.

Corey "Redd" St.Germain, OCF Operations Manager, spoke to his concerns about how the current vaccine policy would affect Fair operations. If there are 12 crew people checking in a person every minute then that is 720 people we can let in the gates every hour. So, to check in more than 5,000 attendees would take over eight hours and we need to remember that half of the public attendance arrives in their own vehicles.

The CDC is changing and who knows what will happen between now and the event, and the term "up to date" is confusing. The crews would have to take the time to determine ages, then determine if they are eligible based on the type of vaccine and date administered. Having to go through this conversation with every attendee entering would be daunting for the ground crews. There will be people from other countries, or people who adhere to other world medical standards that would take longer to verify.

Even before the event, we will welcome 15,000 to 17,000 of our volunteers, staff, and vendors on Tuesday, Wednesday, and Thursday. It would take us 10 hours to process 9,600 people. We cannot let people wait in line for such a long time. Stamping people's hands would save some time, instead of banding, but even with attempting a 20-second check-in process it would still take hours.

We know that some booths are not coming because of the vaccine policy as a whole. Some booths have been told they are not welcome, because of the booster recommendation. Redd pointed out the definition of

recommendation is a suggestion or proposal as to the best course of action, especially one put forward by an authoritative body.

Annie said she is in support of Dr. Cooley in spirit, and said incidents will increase with bottlenecks of people surrounding each other.

Emma said if we cannot have an event where the likelihood of succumbing to a system-wide debilitating and deadly virus is next to zero, we should not be having an event. If we cannot honor the humanity of immune-compromised people, we should not be having an event.

Dean said he supports vaccines but the current policy is an outlier. He checked many other festival policies and said theirs are less strict with no boosters, or no vaccinations required.

Bobbi Jo likes the policy as written, and while simpler may be great, just allocate more people to get the job done. We have a job to do, and that is to assert public safety.

Ichabod has attended recent events at Matthew Knight Arena and Autzen Stadium, and said it only took four to six people checking cards for the primary vaccinations.

Dave said nobody of the 20 food booths and carts that are not attending this year have made it known that it is a booster issue.

Debbie said as an artist she has done other events where they wore masks. It is a simple consideration.

Jennifer asked to choose inclusion over fear-driven policies that lessen the humanity of our fellow citizens. People can make their own choices about their own bodies after being advised and informed. Transmission of COVID is not stopped by vaccination and breakthrough cases happen regularly. It is shameful to disallow those who are not vaccinated to your set of standards.

An artist said all the art shows

they have done this year had no vaccine requirements, no masks, and no questions at all. Art shows say they are following CDC guidelines. Many festivals are happening without masks or mandates. Some indoor art shows require masks, vaccines, or a current COVID test for the unvaccinated.

A policy of inclusivity was proposed by another member. Let us make this even more simple, and extend the same policy for all the people. Last fall, there was a show that created labs onsite and individual insurance; this is the safest option for everyone. We can help reduce transmission and the workload for the Oregon Country Fair.

Dani supports the Board in requiring vaccinations for everyone on site. After listening to Dr. Cooley, making it simple does make sense. Dani did not understand the exemptions, and does not support testing out.

Kim agrees with the medical piece, but is upset at the format in which this is going down. She said she asked what the rationale was for this decision, and was told it was operational and not medical so did not give feedback as she would have intended to.

Shawn supports the vaccination policy and Dr. Cooley's updated recommendation. But he cannot understand how a monumental decision like this was made without consulting with the coordinators. This year is already a heavy enough lift, and there has been a lot of outrage in our community surrounding this policy that is very challenging to manage with having to turn away people and find replacements. Another policy change will be another repercussion we have to deal with.

Ascha wondered how White Bird was going to deal with people that suddenly show COVID symptoms. She said California was on a roll, with tons of COVID.

Leah supports making this as streamlined as possible. It was stated that medically there is no increaseable risk for allowing religious and medical exemptions for people who buy their entrance into the Fair. Why is that not also being provided to staff members who uphold the operational possibility of Fair in the first place?

Crystalyn said yes, people have a personal choice to attend the event but the local community that surrounds the event does not get to decide if they want to attend, let alone host it. OCF has always been an intentional community that has historically strived to show a different way of interacting with the world around us, that it is possible for individuals to be kind and caring to others. OCF is being presented as if everything possible is being done to keep as many people as possible safe, yet slowly chipping away at the original motion is literally the opposite of that.

Justin said his focus is from a booth registration standpoint, and that people in the booth world have already made choices and this is going to throw this event. Even with the people that may come because of a change to the policy, there will be more people that are not going to attend because of the change.

Amy ceded her member input time to Justin, and he said the challenge is the commitments made to crews and booths. This change in policy is going to put us in a position where we may have to re-evaluate all of our booth allocations. The impact could be substantial as to whether people change their position about attending or not.

Richard said he wrote a letter to the Board, and hoped all the emails were read. He said this meeting was illuminating, having participated the past 40 years.

Adam said he agreed with Shawn

and Justin, and said to talk to the coordinators about these things when making policy. Communication is lacking in that area. Late changes to a substantial policy is going to create serious difficulties, especially for folks who have already started preparing.

Spirit said the update to the policy came with great consideration after a coordinator meeting and when operations began planning. In looking back at Dr. Cooley's advice, Spirit knows that policy is only as good as the ability to be able to implement it. It was very clear that we were going to run into major issues, and while this may be an inconvenience, the Board has stated that everything is subject to change. It is imperative that we make this simpler and take Dr. Cooley's advice.

Jon S. shared that he lost his brother to COVID last week, and held his brother's hand as he left. This is now much more personal to Jon S. since then, and he is becoming increasingly convinced that the Fair does not care about COVID. You may as well call it the COVID Country Fair, as far as he is concerned. He has gone into the Fair office and staff are not wearing masks, and then learns later there was an incident of COVID at the office.

Jon S. has gone to a coordinator meeting on site and there were only four people wearing masks and we were in close proximity. We have a public that we are encouraging to wear masks, and our own staff and coordinators are not willing to model the behavior. Jon S. is totally against changing the policy.

Sue said she has read all the emails the Board received, she is of two minds, when she can find her mind. She expressed appreciation and respect for Dr. Cooley, and also said changing the policy will cause a lot more chaos and hopes everyone can be patient with each other. Sue

is vaccinated and getting a booster shot before Fair, so she can have the best possible protection for herself.

George said vaccination never promised immunity, but it did promise if you contract this disease the likelihood of you surviving it is greater than not. He is in favor of maximizing the simplicity for Fair admission, saying the Fair is critical for those choosing to come this year. It does not do us any good to have disturbances in our parking lots and admission areas which is inevitable if we keep these regulations. George feels strongly about letting go of the booster requirement for our staff, but does feel it is appropriate for staff to have the primary vaccinations because we are living together closely during the event.

AJ, having read hundreds of emails, said this topic has us completely divided, so much like our country. This is not an easy decision for the Board to make, and they are trying their best. AJ wants to see us all in future Fair years, and is weighing input from the medical community and the outside community, knowing that whatever decision he makes is going to upset some.

Sam said he has rarely encountered a policy dilemma that put so many of his core values in conflict with one another. We have heard good points on both sides, but science is clear in that vaccines and boosters help to reduce the spread of COVID and keep our community safe. Science only gets us so far, and there are values other than safety. Individual autonomy, operational logistics, the governance board model, and the love we share as members of this vitally important community will carry weight in Sam's decision. He understands that no matter how the vote turns out, many people he admires and whose perspectives are valid and valued will be disappointed.

From the start, Sam stood for the

stringent policy we can implement but has come to accept that the safety benefits of requiring a booster do not outweigh the logistical challenges of retaining that requirement. Sam will vote in favor of amending the policy.

Lisa P. said on November 1, 2021, the Board unanimously approved the policy requiring 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. This was done with the specific intention of protecting our ability to hold a Fair in 2022. Many Fair family were thankful and have made their plans according to this policy. If the vaccine requirement is relaxed, many will choose not to come. Either way we lose volunteers and people will be upset.

Lisa P. feels the Board is in an impossible position and there is no pleasing anyone. Whether or not to relax the vaccine requirement is an incredibly difficult decision but no matter what the Board decides tonight, White Bird will not abandon the Fair.

Paxton is in favor of simplifying under Dr. Cooley's recommendations, and understands calculating boosters is not efficient and operationally problematic. Paxton said he was fully vaccinated and still got COVID. He believes dropping the booster portion of the policy will generate more volunteers than we would lose.

Sandra supports amending the vaccine policy, saying that when the policy was originally made, we were in a very different circumstance then. The Board always knew they would have to respond to facts on the ground and there is another peak expected somewhere in early June. By July it could be different again, like a honeymoon period when you can go out and do things. So, with COVID, each person will have to decide for themselves what risks to

take. Sandra said it is important that we have an event for our community and our people. We need to do it and everybody has to make their own decision.

Lily said her own position would be to require boosters because science shows that shots may wane. She said the policy could have been clearer and more operationalized with a just and equitable system, had they recognized how unclear it was. At this point, we need to listen to operations and staff. Lily said she will vote with what she believes is in the best interests of the organization as a Board member, as opposed to what her personal opinion about public health is.

Spirit said this is not about removing full vaccinations. This is about supporting staff and operations on the ground to make sure this event happens successfully, as safely as possible, with directive from our medical director.

Lisa P. said there really is no pleasing everyone and people will still be unhappy. No matter what the Board decides, White Bird will still be at the Fair. The Board has received a lot of correspondence on both sides of the issue and everyone feels passionately about what community and inclusivity means to them.

AJ thanked everyone who reached out via email or letters, and said if you are disappointed by any decisions the Board makes, know the Board is doing their best to meet everybody's needs and this may be a time when we are not able to do so.

Jon S. said this motion is more than just removing the booster requirement. The motion also changes the language relating to children under the age of 5. The CDC is poised to approve a vaccine for children under 5. It is disingenuous to say that we are trying to prevent the spread of COVID if we exempt children under 5 from the vaccine that will become

available. Let's be honest with ourselves.

Sam said he supports amending the language for children, so that we are not scrambling to figure out what to do with children at the last minute if the CDC changes their recommendations.

Lily asked Dr. Cooley about the language to amend the vaccine policy and Dr. Cooley said she does not want people to have to fill out forms to justify their exemptions to the Oregon Country Fair. People have a right to their personal privacy. Dr. Cooley understands the frustration with a testing exemption for some, and said it is a federal legal requirement to allow religious and medical freedoms at public events. Not doing so would put us in violation of the Americans With Disabilities Act. Even if everybody is vaccinated and boosted, people are going to get COVID at the Fair this year.

Dr. Cooley said even though she has resigned as the medical director of Rock Medicine, she has decided to stay through the OCF event because of the commitment she feels in making the event happen this year. She does not want to put the Fair at long-term risk by not having an event. She will not continue to provide medical recommendations to us, only to find out later they were ignored. Dr. Cooley emphasized she wants any exemption requirement removed.

Spirit said she was willing to amend the motion, and remove the language that would require proof of an exemption. Sandra agreed. Spirit said she takes Dr. Cooley's advice seriously, and wanted clarification about if White Bird will still be at Fair if Dr. Cooley decides to step down. Dr. Cooley said she has been in meetings with the head of White Bird Clinic about her concerns, and she does not know what Lisa P. is talking about regarding White Bird

still being at Fair. Dr. Cooley also recommended the motion language be amended to change "full" vaccine status to "a full primary series of approved vaccine." This will make the policy clearer since we know the CDC is changing daily. Spirit and Sandra agreed to further amend the motion.

As amended, Spirit moved and Sandra seconded approval of the following vaccine policy update:

Safety Plan for attendees with vaccinations (public)

OCF will require all public attendees to provide proof of a full primary series of COVID-19 vaccination, as defined by the CDC. Attendees unable to be vaccinated will be required to show proof of a negative PCR COVID-19 test taken within 24 hours prior to event attendance. Children under 5 years old are not required to be vaccinated and are not required to provide a negative COVID test.

Our Safety Plan (internal)

OCF will require all members, volunteers, artists, crafters, performers, and vendors, as well as their accompanying children ages 5 and up, to provide proof of a full primary series of COVID-19 vaccination, as defined by the CDC. This includes everyone attending with a worker day pass, SO pass, VIP pass and trade pass. Children 4 years of age and under are not required to be vaccinated.

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

**President's Peace
(YouTube video 1:14:50)**

Lily said tonight was difficult and was hard for her to know how to vote when the meeting began. We have to balance health and safety, inclusion, fun, and acknowledge the hardships of even having an event

with COVID among us. There are varied principles on alternative lifestyles, what it means to be part of a community, and what science is in how we create an event that nourishes the spirit. The past two years of COVID have been so damaging to our world and our own local community, but we know this is a year of transition and rebuilding. It saddens Lily to acknowledge that there are some people who will feel shut out by the Board's decision or that they could not join us because of their safety. Our hearts and arms will be open and we hope to welcome all back in 2023 as we continue to strive to be safe and inclusive, while honoring personal choices. We love you. Thank you everyone for your hard work on this.

The next scheduled online Board Meeting is Monday, June 6, 2022, at 7 pm.

Note, the Jun-ly Board Meeting will be held on site on Sunday, June 26, 2022, at 4 pm.

The plan is to also offer the meeting online.

Upcoming Board meeting agenda items include:

Appoint Ron Chase to the Personnel Policies Committee.

ED Evaluation:

Direct the Personnel Policy Committee to advise and assist under the direction of the committee co-chair and HR professional, Sara Garcia, to create an evaluation document based on job description and performance for the 2022 Executive Director Performance Evaluation. The Board will review the process, provide feedback, and approve the survey. The HR professional will then conduct the evaluation by doing the rollup for the 360 evaluation and present the rollup to the Board to review,

provide feedback, and approve. The evaluation process should be concluded by September.

Data Management Policy.

Privacy policy update.

Set 2022 Annual Meeting date; determine if online or in person.

Reparations Motion — tabled until August.

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.



BOARD OF DIRECTORS MEETING

JUNE 6, 2022 7 pm

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

YouTube recording link:

<https://www.youtube.com/watch?v=IL9JvA7v-A>

(subject to approval by the Board at the June 26, 2022, meeting – 4 pm, online & Alice's Firepit)

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: Alexis Maddock (Volunteer Coordinator), Kirsten Bolton (Executive Director), Mark Malaska (Assistant Manager), and Vanessa Roy (Marketing Manager).

Announcements (YouTube video 17:10)

Lily said the Board met in closed session on May 10 to discuss personnel and the vaccine policy, and on May 27 to discuss personnel matters. No votes were made by the Board at the meetings.

Lily held a Presidential Listening Session on May 16, and the Board

held a Special Open Meeting on May 20, which was well attended, to discuss the vaccine policy.

Steven "FireDIC" reminded everyone to bring fire extinguishers and have them visible in the camping areas with clusters of tents. Please check your extinguishers to ensure they are recertified and in working condition if they have not been used for several years. Steven recommended National Fire Fighter (<https://www.nationalfirefighter.com/>). Note that campfires onsite are restricted to a limited number of fire pits allowed, and to check for posted guidelines.

Lucy announced that masks are required at the Inventory Yurt because of the enclosed space. Please wear a mask or one will be provided for you.

Minutes Review (YouTube video 21:15)

Sam moved and Sandra seconded to approve the May 2, 2022, Board meeting minutes.

Note: the following discussion of the meeting minutes relates to the recent attempts of the Board to collaborate on a policy regarding Code of Conduct Violations.

Lisa P. wanted to note on record that on page 12 of the minutes draft, AJ said she voted against his previous motion last month and that she argued vigorously against AJ's motion. Lisa pointed out that motion was withdrawn, there was no Board vote, so she did not vote against it. Because it was withdrawn, there was no further Board discussion on this matter at the May 2 meeting.

AJ wanted to acknowledge that he stands by what he said at the meeting as reflected in the minutes.

Motion failed: 6-4; George, Jon S., Lisa P., and Sue opposed.

Sam suggested a footnote or clarification edit to the May minutes to indicate both the viewpoint of AJ

when he spoke and of Lisa to be clear and factual about what is recorded in the minutes.

Lisa P. said she would approve an inline clarification, so that it was embedded in the comment made by AJ. Sam offered a friendly amendment to the motion, and Sandra agreed.

Jon S. questioned what the clarification to the minutes would say, and if Kimmo would add something and do Lisa and AJ get to look at it to say yes? He suggested this be tabled until the next meeting.

Lisa asked that what she said tonight be added to the May minutes.

Kimmo said her intention would be to input what Lisa said tonight in the June minutes and also insert it into the May meeting minutes.

AJ wanted to acknowledge that he agrees with the fact that no public meeting vote was taken on that motion, but he stands by everything else said. He does not like the term clarifying, because it is what he said. AJ said he has his own opinion and Lisa has her own.

Kirsten suggested a one-word edit to the May minutes that could simplify this issue. In the first sentence, insert the word "was" instead of "voted" so that it reads: "saying Lisa P. was against his previous motion."

Lisa P. said she will not accept the one-word edit suggestion since AJ has made it clear he wants his words to stand.

AJ disagreed with Lisa and said he just acknowledged no public vote was made on his motion, so he would accept the edit suggestion.

Paxton suggested this go back to the recording secretary to work it out between AJ and Lisa to get wording that is acceptable to both of them. Sam and Sandra agreed, and the May Board meeting minutes motion was tabled until next month.

Paxton moved and AJ seconded to approve the May 20, 2022, Board Special Open meeting minutes.

Lily said the meeting went well and people were able to share their

opinions on the vaccine policy in a respectful manner, and thanks to Kimmo for her work on the minutes.

Jon S. found the extreme limits to the discussion disconcerting to allow time for any deliberation. He does not think there should ever be a meeting like that again. It was disrespectful of process and amazed that people went along with it who would have pilloried him in previous times on the Board for doing anything remotely similar to that.

Motion passed: 10-0.

Agenda Review (YouTube video 36:00)

Lily tabled the Data Management Policy until after the 2022 event.

Member Input (YouTube video 38:35)

Steve W. said we are going to be living in extraordinary times this coming Fair. We just had the wettest April and fourth wettest May on record in western Oregon. There is a lot of standing water on site. Operations is going to be challenged, and we will have to come up with creative ways to have our event. Steve hopes everybody can adjust to the realities and please tread lightly.

Martha did not attend the vaccine policy meeting, and is happy to have her COVID wristband. She thought the process went smoothly at the check-in on site, saying the greeters were terrific and it was well executed.

Arna asked for the Board to address the motion made in February, as she is unclear as to what actions the Board took. *February 2022 Board Motion: 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.

Kimmo expressed that when she attends Fair this year, she will be sentimental and asks for everyone to try and not express gossip or negativity. She wants to be loved and give love. Let us be positive and share what we have been doing to be creative and inspired so we can rise above this. With COVID concerns, Kimmo recommended better communication about when folks are expected to wear masks, such as in trainings or meetings when there are many people or small spaces.

Sue gave thanks to Mary Callaghan for all of her work and invaluable support of the Fair committees. Mary, you will be missed!

Hall requested the Board create a policy for the recordings of public committee meetings be made available publicly after the meetings. It is important for those who cannot attend a meeting to be able to get informed on Fair committee work. At the last DEI Committee meeting, there was a suggestion to attach their own statement, an informed consent warning of racial and sexual dangers at the Fair, to the VIP passes the committee distributes to other marginalized people in our community.

Hall said it is totally inappropriate for the DEI Committee to attach a defamatory statement to the VIP passes when they are having a conflicted political situation with the Board. She said membership needs to know that Jon S. suggested they should distribute the passes at all because of the conflict, and Sam did not speak against these ideas. The Board needs to do something to stop the potential damage of a DEI consent warning statement.

Brad said he has been watching what has been happening within our divided Fair community for months and it really hurts. As a BUM, he was told to maintain silence and work to change things from behind the scenes, which he has done for 12 years. On May 15, Brad's part-

ner Mary was let go as the Fair Administrative Assistant when she had COVID, and that was a final straw for him. Brad also got COVID and has been struggling with health and emotional issues. He is having a super hard time engaging with his family and community, and is angry, sad, and depressed.

Brad expressed he is having an identity crisis for having been with the Fair for so long, and is very hurt by the way our community has been treating each other. He is sitting back because that is all he can control. Brad still believes in our community, our mission, and our values but does not believe what we are becoming.

Spirit thanked Brad for all his time served to Fair, and hopes things get better for everyone. Spirit said she has been uplifted being on site and seeing our Fair family come together again. Thanks to our kickass pre-Fair crews working in the rain, such as Site Crew, VegManECs, Camping, Kitchen, Child Care, Archaeology, Recycling, JYD, and more!

Ann spoke to Kimmo's comment about being on site, and Ann wants us to know if she is standing alone apart from others it is because of COVID. She wanted to thank everyone who participated in the 2020 and 2021 Virtual Fairs because it did help us maintain a sense of community and keep people connected.

Ann also wanted to address Hall's concerns about the Diversity Committee meeting, and said it is very disruptive at meetings when people are arguing that they do not want to be called guests.

Jon S. said he will be wearing a mask on the Fair site and asks that anybody who wants to talk with him also wear a mask before engaging in conversation. He will not talk with anybody who is not wearing a mask.

Regarding what Hall said, Jon S. said there was discussion at the Diversity Committee meeting about what should be on the information

sheet that is given to people with a VIP Pass. There was no decision made at the meeting. People expressed their opinions, and he believes there is adequate review to ensure proper messaging goes out. This is an excellent example of why recordings should not be shared, because people will take things out of context and post them on Facebook as they have done in the past. Members of the committee have felt harmed by that happening to them in the past.

Crystalyn wanted to publicly thank Mary Callaghan. Mary helped us get through the 50th, was instrumental in getting PPPs, helped astronomical amounts with both the Virtual Fairs. It was an honor to work with her.

AJ gave big thanks to the Kitchen Crew who are feeding people already at Main Camp. AJ has enjoyed the meatloaf and shepherd's pie, and thought it was some of the best meals he has had. Thank you, Kitchen Crew, for all the work you are doing in the rain and mud puddles; you are appreciated!

Steven "FireDIC" wanted to speak to what Hall said, and said there is an issue with who decides what information is available to members. Any meeting that is open for membership to attend and is recorded should be available to all the membership to see. If people are not able to attend a meeting, then they should be able to watch the video. The accusation that recordings are pulled out of context and posted on Facebook is something we have heard many times, but without any example or any kind of argument about whether or not it was in fact out of context. The best defense to that is for all the context to be available.

Staff Report (YouTube video 53:35)

Executive Director Report from Kirsten:

- **Grant:** We applied for an American Rescue Plan Act (ARPA) Live Event Venue Operators Grant through Business Oregon and are getting traction. We hope to know by end of June, with funds received by end of July.

- **Staffing:** norma sax has rejoined us to handle bookkeeping for the 2022 Fair.

- **Ticket Sales:** We are pacing 15 percent ahead in revenue compared to May 31, 2019. We launched a media campaign on May 25 to push ticket sales through the event.

- **OCF Guidelines:** Guidelines are on the .net site. Hard copies will be back from the printers in mid-June. We will do a simple supplemental insert for any changes that need to be made; expect that out crunch week.

- **VIP Passes:** These will be mailed to our business partners and other contacts in mid-June.

- **Office Network:** It is installed and we can utilize it for backing up employees' computers and documents and then it will back up to the cloud.

- **Check Signers:** We completed updating check signers at OCCU and NWCUC. Beneficial State Bank and Providence Bank and Trust are the last two needing to be updated, and we will accomplish that after the Fair.

- **Inventory Received:**

- COVID-19 prescreen wristbands
- Public wristbands (Friday, Saturday and Sunday)
- Event Wristbands
- Dragon passes
- VIP Passes
- Food Vouchers
- Peach Passes
- Worker Day passes
- Vehicle Stickers

- **Volunteer Recruitment:** It is going strong. More than 200 people have applied to be volunteers. Coordinators can interact with the spreadsheet directly for recruitment. We have placed around 100 volun-

teers already — 75 percent are internal crew movement and 25 percent are brand new volunteers. We are going to have a public facing Volunteer Recruitment Booth tentatively located at Information Booth.

• **On Site and Property:**

- Vaccine Verification is being conducted in Dug's Green
- Enter site on Aero, turn into Dug's Green, exit Dug's Green onto Suttle, then back down Aero for Pre-Fair Parking Pass
- Grapevines at the winery were pulled in preparation for the compost facility
- Water tests were conducted on all wells
- Warebarn is the only well that is not potable
- Equipment, gators and golf carts have arrived with more coming
- Main Camp opened June 4 with lots of work crews on-site

• **Volunteer Appreciation:**

"Thank you to the many volunteers that participate. It is a pleasure to get to know and work with you. I want to personally thank the following on the Craft Committee: Diane McWhorter, Sue Theolass, James Nason, Ken Kirby, Vince LaRochelle, Lucy Kingsley, Kim Allen, Jim Sahr, Adam Budd, Katy Parker, and Justin Honea.

• **Coordinator Meetings:** Meetings were held May 4 via Zoom and an in-person meeting on May 29. All have been very well attended. Dr. Ann Cooley is conducting a Coordinator Q&A Meeting on Monday, June 13, 6 pm-8 pm via Zoom. The Zoom meeting link has been emailed to Coordinators. The next Coordinator meeting is Sunday, July 3, 2022, 4 pm (after EMS Protocol Training at Traffic Camp). Stay tuned for a tentative meeting Wednesday, July 6, 2022, 10 pm at Main Camp.

• **Other Meetings:** TicketsWest, FairCARE, White Bird/Little Wing, White Bird Executive Coordinator (the event), Fixed Assets, Commu-

nity Village, BUMs, Food Voucher Team, Inventory Crew, Media Crew, Site Office Crew.

• **Orchid Health, Veneta re: 24-hour PCR Testing:**

- They will offer PCR testing Friday, Saturday and Sunday by appointment only
- They accept insurance. The cost is \$70 without insurance
- Turnaround time is 45 minutes

• **Contracts and Permits:**

- LTD — completed
- Temporary Campground permits — submitted
- ODOT permit — submitted
- Right-of-Way permit (Suttle and Territorial) — submitted
- Storage contract (Never Barn) at Andy Strickland's property — signed
- Art Barn contract — signed
- OCF Veneta Banner — submitted and approved (goes up June 24 – July 11)

Lily gave thanks to Kirsten and Staff for the huge lift of bringing us back to our land after three years.

Treasurers' Report
(*YouTube video 1:00:00*)

Linda asked coordinators to continue to be mindful of their expenses, and appreciates the efforts to be good stewards. If coordinators feel there is a budget shortage need, please work with the staff liaison. Please submit expenses already incurred to norma at the Fair office; her email is norma@oregoncountryfair.org. Thank you to everyone and especially coordinators for all your efforts; it is a lot of work.

Hilary noted budget concerns can also be sent in via email to the Budget Committee at budgetcommittee@oregoncountryfair.org. Staff is still the best resource for spending questions.

AJ moved and Sue seconded that we rescind the budget for fireworks

this year, and that the money saved remains a part of the volunteer appreciation budget.

AJ said not having a Fair for a couple of years, we have a big lift ahead of us.

Ann said she supports the budget amendment and has conflicting view about fireworks. There are PTSD issues for our veterans. There was the colonization of the conquistadors to help the people become Catholic to see that their religion was going up in the air.

Arna supports the motion and thinks it is ridiculous that we have fireworks. There are fire danger issues in dry conditions, PTSD, and what it does to the animals is too much.

Grumpy opposes the motion and said it would have been nice to know this motion was coming up. There are thousands who come and watch the fireworks. While he knows there are ecological arguments, we have not seen any real damage at the Country Fair because of the fireworks that have been done. People enjoy the fireworks and we should continue it otherwise someone will do it illegally. What if fireworks are funded by private people?

Lynda said she loves fireworks, but this year less is more. There is a lot of work to do, and there is so much we are unable to do yet because of the rains. It would impact the work we need to get done this year, but we can bring fireworks back next year.

Heather agreed with Lynda and said here we go again with another significant Fair luminary threatening us with the rogue fireworks that they will do. Last time a person did this, it was Jack and now it is Grumpy. That should not be OK in our family.

Hilary said this motion is not a policy change. It is saying we will not use the fireworks line item this year, and agreed with Lynda's comments. Hilary disagreed with what Heather said about Jack. Hilary said

it would be outrageous if anyone decided to do fireworks when it is not being authorized by the Board. There would have to be significant consequences if that were the case.

Martha said another reason not to do fireworks this year is that Independence Day falls on the Monday right before the event. It seems like that would be adding too much this year.

Snaz said fireworks are traditionally a pre-Fair thanks for everybody that has been out on site working and preparing for the event. Everybody likes it and we are really into it.

Palmer questioned what Heather said, and clarified that Grumpy asked if it would be possible for private funding of fireworks if the Board approved it. Grumpy has been a steward of Fair, a BUM, and treasurer and would not do something if it was not OK.

Heather said there was a Board meeting in the past where Jack said if we do not have approved fireworks then we are going to have unapproved fireworks. She felt that Grumpy made a similar statement, and that fireworks are dangerous.

Grumpy said the last time fireworks were not allowed, he left the Fair property for a full day and night so he would not be accused of doing fireworks. He has never been part of doing fireworks when not allowed. Grumpy hopes if any fireworks are done that there is a permit and done legally, and is hearing that the Board will not pay for it.

AJ said he loves fireworks, asked to state the motion again: **we rescind the budget for fireworks this year, and that the money saved remains a part of the volunteer appreciation budget.** AJ said we can come up with other creative ways to appreciate our volunteers this year.

Jon S. said there is nothing in the budget that says fireworks, but volunteer appreciation funds have been used for fireworks. He suggested changing the motion verbiage to

state no OCF funds will be spent on fireworks this year.

Jon S. said the larger question is if fireworks will be allowed if private funds are used. He is not sure if that is a Board action or an operational decision that can be made or has been. He questioned who would make the decision this year.

Paxton does not think the motion is clear and suggested replacing the word rescind with suspend. He thinks the money should stay in volunteer appreciation. The amount of work we need to do on site is tremendous. While he loves fireworks, Paxton does not think we have time for it this year. He respectfully disagreed with Ann's statement that it is an institution of Christianity. Paxton also recommended taking out the verbiage about the budget, and just say we are suspending fireworks this year.

AJ said suspension of the fireworks still affects the budget, and wants it to be clear that the funds will remain for volunteer appreciation.

Jon S. suggested amending the motion to: No OCF funds will be used for fireworks. The issue of private funds will be addressed separately.

AJ said the motion needs to be clear that the funds will remain for volunteer appreciation.

Jon S. by stating no funds will be used for fireworks, it leaves all the line items as is. AJ and Sue agreed to amend the motion.

As amended, AJ moved and Sue seconded that no OCF funds will be used for fireworks in 2022.

Sam said we are going through big culture shifts. One is the shift between an operational and a governance Board. The issue of fireworks is operational, but the Board does have oversight of the budget. Another culture shift is that we do not need to do the same things every single year. We all have our set culture, like going to Cart DeFrisco for your first sandwich. For those who have traditions, it makes it really hard

when there is change. Taking a year off from fireworks might be hard this year, but it is a learning opportunity and exercise as a community in finding new and different ways to express our joy and celebrate.

Spirit said the fireworks show is a volunteer appreciation party. She feels conflicted because she does not like fireworks but will come and work as a greeter for those who do enjoy it. Spirit said we are still in the pandemic and should not tempt fate by throwing a big party before the event. We are trying to be secure and safe. The folks who work pre-Fair are essential and she hopes funds will be put toward a bad-ass Teddy Bear's Picnic or something to that effect. Spirit also mentioned that our neighbors in Veneta have said it is a major disruption to have fireworks any day other than the Fourth.

Sandra said it is important in the Board's responsibility to weigh in on quality and safety concerns. We have a heavy lift this year with so much to do. Not focusing on putting on the best Fair we can have will split our efforts. We can have fun and do something different for volunteer appreciation after the event to celebrate our success this year.

Motion passed: 10-0.

Jon S. said the Board now needed to clarify if there would be no fireworks allowed even if privately funded. He asked for Kirsten's input from an operational viewpoint, or if it needed to be put on the agenda as new business.

Kirsten said people would not be encouraged to set off fireworks on their own. We would only allow managed permitted fireworks on our property.

Jon S. asked Kirsten if she would permit managed permitted fireworks on the property this year if it was privately funded, from an operational viewpoint. Kirsten said no. Jon S. thanked Kirsten for her input.

Lily moved and Paxton seconded to add \$2,500 to the Board budget line item 5066-personnel for the execution of the executive director evaluation.

Palmer asked why the Board would spend \$2,500 for someone to help us, versus all the years we have done it at no cost.

Lily said the Board anticipates the need for additional funds.

Lucy asked how the funds would be spent.

Lainey asked if membership would also get to evaluate the executive director and be informed of the process ahead of time.

Lily said there is an agenda item in Old Business regarding a professional helping with the evaluation, so the concerns expressed will be addressed. This is a budget adjustment on a line item.

Motion passed: 10-0.

Lily asked the Board if Old Business could be moved before Committee Reports, due to time constraints.

Old Business *(YouTube video 1:35:00)*

Sandra moved and Jon S. seconded the following motion:

The OCF Board of Directors will contract with a Human Resources consultant to help design a standard 360 Executive Director evaluation based on the Executive Director's job description and performance and using the 2020 process as a basis. The Evaluation Process will be administered by the Human Resource consultant and will include a limited number of confidential surveys of people with a working relationship with the Executive Director, a self-evaluation by the Executive Director, and a confidential question and answer session with the Board of Directors and the Executive Director. The Human Resource consultant will analyze and

synthesize the survey feedback and present a final report to the Board of Directors for its use in carrying out its bylaw responsibilities. The final report will be reviewed and approved by the Board of Directors and presented to the Executive Director by the Fair's President and others such persons as the Board of Directors may deem appropriate.

Lucy asked for clarification of the term 360, and if there will be time given for member input.

Peaches understands why outside professional help is needed and important. She hopes that hiring a professional will allow for feedback from members.

Martha said she used to be on the Personnel Committee and thinks it is a great idea to use a professional and use their help as an example and template for our future evaluations.

Steven "FireDIC" strongly supports hiring a professional for this and that we need to acknowledge the amount of discord we have had among ourselves. It is getting distance from this evaluation and focusing on somebody who can make an assessment of what is and is not impartial and based on factual information. It is an assessment based on a working relationship as opposed to complaining about something that may or may not be in the job description.

Grumpy said this is a waste of Fair money and takes away from the members. He disagreed with Martha and Steven and said we do not need distance, we need honesty. If people are honest, it will work out and the members can do it. Lily does a good job of keeping people honest.

Arna said this is a great way to do the evaluation and is glad we are getting more professional in how we are working. She heartily endorsed the motion.

Jon S. said there was a lot of back and forth to get to a motion that we felt could pass this board. As he sees it, the actual formal survey is go-

ing to be sent to a limited number of people, but that number has not yet been decided. It will be people who have had a significant relationship with the Board of Directors. This does not preclude the Board working with the consultant to add some kind of opportunity for any member who wants to present comments, even if that is not a formal part of the process that gets accepted. Members have the right to send comments to the Board independently of any process.

Jon S. would not vote for a motion that he felt would not result in an honest process that would not be skewed one way or another to the differences that exist within our organization. He thinks this motion is a good first step toward getting a process that will be acceptable to people.

Sandra said this is a good motion and agreed with Jon S. that it is always appropriate for membership to write the Board and make their thoughts known. The Board email address is board@oregoncountryfair.org. Member feedback will be considered in some of the work we are doing in this process.

Sam thanked Sandra and Jon S. for putting in a tremendous amount of work on hammering out a compromise, and a motion he hopes all the Board will support as he does. He said he reads member feedback and loves getting it.

Lily said part of a strong evaluation is the opportunity for anonymity or for confidentiality. That is why we do not discuss personnel matters in public. Some folks may not feel comfortable emailing the whole board with their feedback. Lily offered members the ability to reach out to her directly if they preferred, and her email is lilyclearwater@gmail.com. Not everyone will get an invite for the formal evaluation and that is OK because there are other ways to participate. Lily is glad that a self-evaluation was included,

because it has been valuable in her own development.

AJ appreciates what was said, and hopes when the Board is doing its work that they all be privy to the same information. He hesitates to think that some would have different information than others in doing this big job the Board is tasked to do. AJ encouraged members to send any feedback they have to the whole board if you want the board to do its job as a whole. We are in a political situation, just like our nation, and it is important that we get away from that.

Lily said the survey feedback would be compiled by the consultant in confidentiality, and the Board will get a review of pros and cons.

Motion passed: 10-0.

Sandra moved and seconded to appoint Ron Chase to the Personnel Policies Committee.

Sandra said the Board was sent Ron's letter of interest and skills. Ron is a founder of our event and was instrumental in spearheading the process to raise funds to buy the property. He has a deep commitment to DEI and served on the Eugene Human Rights Committee for six years. Ron has experience in all aspects of personnel management, has helped write personnel policy manuals, and has updated laws as circumstances changed. He brings a long history of working cooperatively with community partners, staff, and clients in meeting mutual goals.

Palmer said there was a second person who submitted a letter of interest, and as a committee member was unsure how many new committee members would be appointed.

Sandra said there was intent to appoint the two who submitted their interest and a second person would be added to new business. They are both being recommended.

Jon P. said Ron is highly qualified to participate in this committee by both his comprehensive knowledge

of the Fair from the beginning to now, and by his extensive professional experience with the administration of nonprofit organizations. Ron is a great choice to do the work the group is tasked with.

Lisa P. asked how many respondents were there to the call out the committee did.

Sandra said there were two respondents and they were both good.

Spirit noted the second name would be added to new business so there is a month of notice, and she supports both.

Sam asked if Ron was a unanimous recommendation of the committee.

Sandra said there were no votes against it.

Jon S. said he is quite sure Ron and the other person added to New Business are qualified. Committees are a way to foster new leadership for the Fair, to give people an opportunity to learn about the Fair. In a lot of nonprofits, it is the pool of people who decide that they are willing to serve on the board of directors.

Jon S. is disappointed that perspective is not reflected in the choice that we have before us tonight, nor in the one that will be before us at our next meeting. We need to look at how we recruit folks for committees. His perception is that there was a relatively passive outreach rather than an active outreach. He hopes we could try to figure out a way to identify within the thousands of people associated with the Fair qualified younger people for the next generation of leadership of this organization. He hopes that is something our Vice Presidents could look at and are helping to do. He will probably abstain for that reason, saying they probably qualify but is interested in fostering new leadership with these appointments.

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

Committee Reports
(*YouTube video 1:59:30*)

Food Committee: We will be finding out what food booths will be attending this year at an upcoming mandatory meeting. Sue thanked those in advance who would be making presentations. We will have more food booths coming back than are not, and information will be announced soon.

LUMP Committee: We met May 10 for an online meeting. Ruby Bauske from Fixed Assets gave us a report on their planning work for a potential campsite at Outer Limits. There were questions about the drain field at that site, transportation to the Fair, emergency response challenges, staffing, recycling, and other potential uses of the area. Our next meeting is September 13, 2022, onsite from 6-8 pm.

New Business
(*YouTube video 2:01:18*)

Direct the Bylaws Committee to add clarifying language to Article V: Members, Section 2. Eligibility and Admission, subsection (a) as recommended by the Membership Secretary.

Appoint Michael Hall to the Personnel Policies Committee.

Following our 2022 event, move the Executive Director create a process for which members who are not present at committee or Board meetings, can request and review video recordings of meetings. This process will be in place and posted on the .net site no later than September 1, 2022.

Hybrid meeting support for committees (table to August).

Request Membership Secretary and Bylaws Committee to develop motion language to ensure in the short term that Covid-absence from 2022 Fair does not impact membership status and to consider a bylaw

amendment providing flexibility for similar situations in the future.

Meeting Evaluation (*YouTube video 2:06:05*)

Hilary appreciates how Lily keeps calm and does not get defensive, keeping the flow of the meeting going in an even-handed way. Hilary acknowledged Lily's energy has brought a lot of smoothness to the meetings.

Ann agreed with Hilary, and appreciates seeing Lily on site wearing a mask and standing up for health care.

Sam said it is not easy to always keep track of the time each member speaks during the meeting, and asked for feedback on how to make the system better.

Brad would love to see more member input and for people to be able to speak up more. He realizes there are constraints in working with Zoom, but two minutes goes by very fast when you have thoughts to share. He hopes member input goes back to less constraint.

Paxton thanked everyone for doing a good job of working together to get things done. He feels progress has been made and is appreciative.

Lucy appreciates Lily's facilitation skills and deeply regrets that member input is so constrained.

Steven said it is a two-edge sword because constrained member input also allows for more people to get involved and still get business done. Steven gave Sam a recommendation for having multiple clocks on his timer app with one for each person.

Lily is planning an onsite Presidential Listening Session for Sunday, June 26, at 11 am. Please check the .net site for the time and location.

President's Peace (*YouTube video 2:12:00*)

Lily said she wore her mask the entire time she was on site recently.

She was encouraged by seeing more folks wearing masks as the weekend progressed. Please empower yourselves to go home and take care if you are not feeling well. The quickest way to get better when you are sick is sleep and rest, and we want to keep the other people who are working on site to keep safe.

The next scheduled Board Meeting is Sunday, June 26, 2022, at 4 pm.

Join us online or in person at Alice's Firepit.

Upcoming Board meeting agenda items include:

Privacy policy update.

Set 2022 Annual Meeting date; determine if online or in person.

Direct the Bylaws Committee to add clarifying language to Article V: Members, Section 2. Eligibility and Admission, subsection (a) as recommended by the Membership Secretary.

Appoint Michael Hall to the Personnel Policies Committee.

Following our 2022 event, move the Executive Director create a process for which members who are not present at committee or Board meetings, can request and review video recordings of meetings. This process will be in place and posted on the .net site no later than September 1, 2022.

Request Membership Secretary and Bylaws Committee to develop motion language to ensure in the short term that Covid-absence from 2022 Fair does not impact membership status and to consider a bylaw amendment providing flexibility for similar situations in the future.

Reparations Motion — tabled until

August.

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.

Data Management Policy — tabled until after the 2022 event.

Hybrid meeting support for committees — tabled until August.

