

Board of Directors Meeting
May 2, 2022 – 7 pm
Zoom remote online and live streamed on YouTube
YouTube recording link:

<https://www.youtube.com/watch?v=I5gh6QCKTOs>
(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), Kimberly “Kimmo” Howard (Recording Secretary), and Lynda Gingerich (Co-Treasurer).

Staff present: Alex Zabala (Office Assistant), Alexis Maddock (Volunteer Support Specialist), Corey “Redd” St. Germain (Operations Manager), Durwin Hoskins (Caretaker), Jeff Johnson (Groundskeeper), Kirsten Bolton (Executive Director), Corey Stidham (Groundskeeper), Mark Malaska (Assistant Manager), Mary Callaghan (Bookkeeper), Robin Bernardi (Culture Jam), Sierra McComas (Site and Facilities Manager), and Vanessa Roy (Marketing Manager).

Announcements (YouTube video 17:15)

The OCF Board of Directors needs a year-round volunteer to step into the role of the Recording Secretary Officer. This is an opportunity to work with the Board and other officers, paid staff, committees, and Fair Family News. Important aspects of this leadership role are becoming familiar with our Bylaws, nonprofit state laws, and helping the Elections Committee in the fall. For consideration, please send your letter of interest via email to aroundthepacific@msn.com or ocfboard@oregoncountryfair.org.

Mambo said Far Side camp leaders should send an email to FarSideList@gmail.com with an Excel sheet of camper names.

Lucy will be making appointments for the inventory yurt once Main Camp is open, and will send out an email announcement when she is scheduling.

Lily held a Presidential Listening Session on April 22, with about 14 participants.

The Culture Jam brochure went out in March, with registration in April. Participant and staff applications are now closed, and planning continues for Culture Jam 2022.

Minutes Review (YouTube video 21:20)

Sue moved and Sam seconded to approve the April 4, 2022, Board meeting minutes.

Motion passed: 10-0.

Sue moved and Paxton seconded to approve the March 21, 2022, Board Special Open Meeting minutes.

Motion passed: 8-0; Sam abstained; Spirit was absent.

Agenda Review, Amend, Approve (YouTube video 22:20)

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

Lily tabled the Data Management Policy item until the June Board meeting.

Jon S. tabled the Reparations motion until the August Board meeting.

Sandra tabled the Executive Director Evaluation motion until the June Board meeting.

Spirit added a New Business item: Update the vaccine health and safety policy.

Spirit moved and Sue seconded to move the vaccine health and safety policy item from New Business to Old Business.

OCF will require all members, volunteers, artists, crafters, performers and vendors, as well as their accompanying children and teens, 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. Per CDC guidelines, children 4 years of age and under are not required to be vaccinated.

Lily said it removes the phrase “up to date” that encompasses boosters, at this time.

Justin said it is critical to move this to Old Business, so we can have this discussion.

Further delay will cause more chaos.

Wren said this is an important discussion in our community and does not agree it should be moved to Old Business.

Jon S. asked why it was necessary to deal with it at tonight’s meeting.

Spirit said it is consideration for what operations is experiencing from staff level to crew level, and the confusion that is happening. It will be beneficial to clarify sooner because there is a lot of flailing and misunderstanding going on.

Lily feels this is a big change from what we have promised our ticket-buying membership and our folks who get passes. She feels people may have made the decision to come and participate in the Fair believing in the policy. Lily does not want to vote on this tonight and exclude them from having the opportunity to make member input.

Lisa P. does not support moving to old. She said the vaccine policy has been out for six months, so there has been plenty of time for feedback from crews and operations. Maybe it is a matter of messaging. If there are problems, then seek to do creative problem solving.

Spirit said there was no promise because all of this has been subject to change. During the pandemic, everything is changing. Even the CDC is up in the air and changing so rapidly,

and it is causing a lot of confusion. In being able to just recently begin planning for the event, we are discovering an imperative need for clarity.

AJ said it is important to support our operations staff, and if they need clarity, then we should not put this off and wait until a month before our event. The Board needs to decide this now.

Sam favors moving from new to old.

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

Member Comments (*YouTube video 36:35*)

Allain thanked the Board members for serving, and asked Lily about the investigation into incidents with the Diversity Committee from December, and said we cannot avoid addressing it. What is the resolve, and will we have a facilitated discussion about the investigation to understand what occurred? We cannot keep ignoring this.

AJ said it is unsafe to not have clear policies when we are going into an event with thousands of people. Staff is asking for us to be clear on this. It is sad that it was not important enough to move it up. It tells you the state of our politics in this Fair.

Janae, as a booth member, is sad, disappointed, and perplexed about the Fair's vaccination policy. Why should we trust a (pharmaceutical) company that cannot get baby powder right? Janae sent a letter to the Board in January about clinical research regarding the transmission of COVID and only got one email reply that the letter had been received. Janae sent another email in April and a Board member replied the policy would not change. Janae wonders if anyone looked at the links sent, and said it is science.

The option to attend the Fair without a vaccination should be extended to Fair family. The vaccine is about mitigating COVID symptoms and not about prevention of it spreading. Janae will sign a waiver that will not hold the Fair responsible if she gets COVID.

Heather said this is another situation of information that some people know and others do not. Please clarify what information would be changing in the vaccination policy.

Spirit hopes there will be discussion with the New Business item at tonight's meeting to bring clarity. When it comes to the Board making decisions and operationalizing, it is not working. Spirit asked coordinators to not walk away from the Fair yet, and give more time for the Board to work through this troubleshooting. Staff needs clarity also because they are fielding a lot of phone calls.

Lily said the health and safety motion to move from new to old did not pass, and she was concerned about time for member input being limited because of the continued comments about it. There will be an opportunity to discuss this at the Board level, receive correspondence on it, or work on policy about it before next month's Board meeting.

Hall expressed continued concern with the Diversity Committee and its relationship to the Board. Hall has attended the last couple committee meetings in hopes of understanding what is going on, and said Board liaisons are treated rudely with anger and a lack of respect. The committee seems to view itself as somehow equal to the Board, and want reports from their liaisons, as opposed to providing them.

Hall is disturbed that Lily has decided not to pursue an investigation, as was passed by the Board at the February 18, 2022, Board Special Meeting. It is a bad decision. Hall is also concerned that a facilitated discussion between the Diversity Committee and the Board could cost \$40,000. The committee should be doing the work the Board requests of them and quit fighting with everybody.

Wren said the current vaccination policy is very clear, but the messaging has been confusing. The message needs to be clear that booster vaccinations are required. It is not hard to operationalize; you give a specific date about the timing of the booster shot. The New Business item was not to clarify the safety policy, it was to change it.

Dani feels there is a contingent of Fair family making the vaccination policy more confusing, not the Board or Staff, because they are upset. Dani supports the science of being vaccinated, and is thankful to the Board and Staff for taking care of the community in keeping us safe.

Roger, who is a demonstrator at Fair, was not aware of an event being held this year until Fairgoers made contact, as no standard application was received as they normally have for the past 35 years. Roger does not own a cell phone or computer and wondered if he had been electronically expelled from Fair.

Vickie, Traffic Crew Coordinator, said the vaccine policy is becoming an operational nightmare. People are feeling excluded and the coordinators are taking the brunt of the phone calls from those with hurt feelings and broken hearts. Vickie understands this is a tough decision, but hopes the Board will consider the negative impact they have made on our family.

Jon P. said to please listen to those who have to check thousands of people in the lots.

Paxton is concerned the CDC is currently recommending boosters, but not requiring them. He would rather the Fair also not make it a requirement. The motion on this is important.

Coyote submitted an application for a seat on the Diversity Committee to both the Board of Directors and the Diversity Committee in February, and read the following:

"I received responses from members of the committee which included uncertainty if there was an open seat; that I would need to attend committee meetings before a decision would be made; that a cover letter as well as a resume would be helpful to the committee (all of which I have done); and, finally, a response indicating that I needed to wait so as to not be burdened by the recent developments involving the Diversity Committee.

"I took this 'burdening' to mean the scrutiny under which the committee had come due to previous events. Once the Board made a decision to explore an investigation into recent committee activities, I considered that process to be an additional 'burden,' so I am continuing to wait for a response from the Board of Directors and/or a representative from the Board-appointed committee.

"However, in light of this new decision that there may be no investigation and rather a facilitated discussion among the Board, the Diversity Committee and members of the OCF administration, I am requesting that a decision be made concerning my application without further delay.

"If indeed a facilitated discussion is to occur, I feel it would be beneficial for me to be a part of this discussion and, as a new committee member, to be in on the ground floor of any revised agreements, understandings, covenants, directions, goals and commitments which would come out of such discussions. As an observer/participant in these discussions, there would be no need to bring me up to speed on the most current status of the committee and how we would proceed as an effective and focused group.

"Thank you for your time this evening and your consideration of my request."

Steven B. was concerned about the investigation decision made by the Board President, and talk of rules about harassment or discrimination that would complicate an investigation. Failing to have an engaged investigation is an increased liability and not an improvement. As we move further away from what happened, we need to remind people why an investigation is necessary. There were complaints of racial discrimination and harassment, and questions of impropriety by certain Board members having a potentially illegal meeting on the topic of whether or not to take action against those that were accused of racial discrimination and harassment.

The facts before us that were in writing or recorded were being disputed or denied. An investigation will reveal an agreed upon set of facts. In regard to a facilitated meeting between the Board and the Diversity Committee, it is problematic that the committee would get to decide the avenue for fact finding.

Lisa P. asked Steven B. to stop repeating a false accusation about a potentially illegal meeting by Board members.

Ashley spoke to how the vaccine policy is making it hard for crews. Some members who want to get boosted are preferring to wait until closer to the event. It seems safe right now to allow unvaccinated onsite to help, and the Board should be thinking about things like that.

Staff Report (YouTube video 56:05)

Executive Director's Report from Kirsten:

Welcome to our new hires!

- Alexis Maddock, Volunteer Support Specialist, alexis@oregoncountryfair.org
- Vanessa Roy, Marketing Manager, vanessa@oregoncountryfair.org

- Korey Stidham, additional Groundskeeper, korey@oregoncountryfair.org

Here is the rest of the team:

- Corey “Red” St. Germain, Operations Manager, corey@oregoncountryfair.org
- Mark Malaska, Assistant Manager, mark@oregoncountryfair.org
- Sierra McComas, Site & Facilities Manager, sierra@oregoncountryfair.org
- Alex Zabala, Office Assistant, alex@oregoncountryfair.org
- Mary Callaghan, Bookkeeper, mary@oregoncountryfair.org
- Robin Bernardi, Culture Jam, robin@oregoncountryfair.org
- Durwin Hoskins, Caretaker, durwin@oregoncountryfair.org
- Jeff Johnson, Groundskeeper, jeff@oregoncountryfair.org
- Kirsten Bolton, Executive Director, kbolton@oregoncountryfair.org

We are all at your service and look forward to putting on a great 2022 Fair!

Tasks are being reassigned as we develop our workflow. Here are some specific reassignments:

- .Net or .Org site, please email vanessa@oregoncountryfair.org
 - This includes committee meeting minutes and requests for Zoom meetings
- Contracts – Mark Malaska oversees the initiation and/or collection of contracts.
 - Please email him at mark@oregoncountryfair.org with copies of contracts or for assistance with contracts.

Please email questions to info@oregoncountryfair.org. This will be monitored by the Office Assistant, Alex.

Please remove office@oregoncountryfair.org, as we consolidate the email channels.

Tickets went on sale on Friday, April 1, via TicketsWest. Our ticket prices have increased and we are pacing 27 percent ahead in revenue compared to April 19, 2019. People are excited we are back!

Thank you to the many volunteers that participate in committee meetings. It is a pleasure to get to know and work with you. I want to personally thank the following on the Food Committee: Danya Ariel, Thom Barr, Larry Booman, Jason Caughey, Brandelyn Fowkes-Page, Saman Harnsongkram, Justin Honea, and Sue Theolass.

We held a Coordinator Meeting on April 6 via Zoom and an in-person meeting on April 23. All have been very well attended; another Coordinator meeting is May 4.

Other recent meetings include CeDaR, CPA with Jones Roth, Path Planning, FairCARE, Fixed Assets, TicketsWest, BUMs, “What Happens When” for Coordinators and Staff, Food Committee, KRVM, KLCC, Oregon Cultural Trust and grant funding conversations, Advertising, Media Crew, and Jefferson Public Radio Interview.

Completed contracts include Life's Best In Tents and Ritz Sauna. Pending contracts or permits are: LTD, Temporary Campgrounds, ODOT, Art Barn, and a bus for Festive Restive.

Treasurer Report and Budget Items (YouTube video 1:06:00)

We are now at a time where we operationalize the work of the Budget Committee and Board. Staff and coordinators step up and spending begins. Our success is with our crews being diligent and conscientious about their budget guidelines. Instructions have been given to coordinators for reimbursement and charge accounts, with the instructions and forms also posted on the .net site. New coordinators are encouraged to review food voucher allocation guidelines.

For any coordinators who have budget concerns, please contact your staff liaison and not your Budget Committee liaison. Staff will review and determine budget exceptions. BUMs and management will be making decisions on additional food voucher or staffing needs.

Sue moved and Paxton seconded to adjust the Recycling Crew Coordinator Expense budget by \$3,000 for the early morning crew breakfasts on Friday, Saturday, Sunday, and Monday of the Fair.

Sue said Recycling Crew has to get up earlier than when food booths open, and in the past have been spending their own money to provide for the crew members. They deserve this for all of their hard work.

Hilary agreed with Sue and said that Fair Hospitality is not able to do breakfast for Recycling Crew this year.

Dani supported the motion and thanked Recycling Crew for their dedication.

Allain also supported the motion.

AJ asked if there were any other crew we should be thinking about in this process that have early morning shifts. Hilary said no other crews have as high a number of 200 people as Recycling. AJ asked for clarity that this motion was only for 2022. Hilary said the budget process is year-to-year.

Spirit said she fully supports the motion but is surprised it was not part of the previous budget planning for this year.

Motion passed: 10-0.

Committee and Working Group Reports (YouTube video 1:15:50)

Please visit oregoncountryfair.net and check the Upcoming Events schedule for committee meeting dates, times, and online links.

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

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

In trying to bring back in-person meetings, Lily recently had an ad hoc meeting with Sean, Colin, and Dean Middleton. The hope is for interactive, participatory, inclusive types of

meetings where people who are unable to participate in person will still be able to participate remotely. More information to come.

Craft Committee: Craft Committee met with Craft Inventory and Booth Registration to determine how many new crafters could be successfully placed this year. The “yeses” will be going out soon, if they haven’t already. To all the new crafters, welcome to the Oregon Country Fair.

Food Committee: Food Committee has been working really hard. Some booths are not coming this year and some booths are trimming their hours. This gives everyone the opportunity to try a booth you may have overlooked before. A few of our food carts will move into empty booths. The mandatory Food Booth Meeting is scheduled for Wednesday, June 8, 6-9 pm at the Unitarian Church, 13th and Chambers in Eugene. The Food Committee is exploring the possibility of a hybrid (zoom/in-person) meeting; they will let the Booth Reps know what is decided.

Diversity Committee: The Diversity Committee met on April 25 and no decisions were reached. The next scheduled committee meeting is May 23, and the link is posted on the .net site.

Bylaws Committee: We met on April 19 and got a lot of work done on the bylaws review. We are working on a more detailed report for membership and the Board about our work on future proposed revisions. If you would like to give feedback or receive information, our email address is bylaws@oregoncountryfair.org. The next Bylaws meeting is Tuesday, May 17, online at 6 pm.

LUMP: Paxton will bring LUMP’s concerns about the \$5,000 allocated to study bridging the Long Tom between the Fair and Far Side to the Budget Committee.

We discussed Fire Crew’s plans for controlled burns again. Fire Bill is writing a letter for Kirsten and new staff about this.

We looked at Elders camping needs. Dennis will invite camp hosts to meet with us after this year's Fair.

Adaptation to climate change should include planting more trees, Kevin Hillery, our Arborist, and Sierra, our Site & Facilities manager, agreed.

Our next meeting will be a hybrid: May 10, in person at Alice's and Zoom online, from 6 pm to 8 pm.

Path Planning: Path Planning met in April and passed two motions for Board review.

- 1) Because of river erosion and narrowing the path, the Upper River Loop will be closed to the public, from the narrow shoot east of the library near booth 491 to booth 530. Staff and registration crew will work with impacted stakeholders to find other locations for them at the 2022 Fair.

- 2) Recommend management meet with Ron Bailey or the Royal Family DuCaniveaux designate to create alternate accommodations for the Vaudeville Palace entertainment.

The next Path Planning meeting is Sunday, May 15, 2022, with a site walk and potluck starting at 10 am, and meeting from noon to 3 pm.

Personnel Policies Committee: Our committee needs a member with professional human resources experience. Please submit letters of interest to personnelpolicy@oregoncountryfair.org. Information is available at oregoncountryfair.net.

Committee Best Practices: We are also looking for new members. Please submit a resume or letter of interest to bestpractices@oregoncountryfair.org. Letters of intent are due by May 15. Information is available at oregoncountryfair.net.

Old Business (*YouTube video 1:22:15*)

Paxton moved and Lily seconded to appoint Cynthia “Peaches” Peachey to the Peach Power Committee.

Sam said the work Peaches accomplished as a Board member and for sustainability issues shows she is deeply engaged and passionate. Sam supports the motion and said Peaches will be an asset.

Paxton said Peaches has already been doing the work and keeping the committee on track and moving forward, even during the pandemic.

Lily supports Peaches for her ability to bring fruition to ideas the Peach Power Committee has been dreaming of for years. We will all be better off.

Motion passed: 10-0.

Jon S. moved and Paxton seconded to designate the Membership Secretary as a permanent member of the Elections Committee.

Sam said this is a wise move to eliminate continued housekeeping items and make it automatic, being that the Membership Secretary oversees our elections.

Paxton said this has been discussed with the Bylaws and other committees, and is a good move.

Lisa P. and Sue agreed this is a good idea.

Lily thanked Stephen Diercouff for bringing this item to the Board’s attention, and supports the efficiency of the matter.

Motion passed: 9-0; AJ abstained.

Jon S. moved and Sue seconded that upon their request, a self-identified low-income Booth Representative, whose booth has been determined by Construction Crew to require a complete rebuild, may have their booth fee waived by Booth Registration, in whole or in part

as requested by the Booth Representative, should the Booth Representative choose to rebuild their booth this year.

Jon S. said he talked with Kirk from Construction Crew and there are four booths that are going to require a total rebuild and another eight booths that are near total rebuild. So, the maximum number of booths affected appears to be 12, assuming they are considered low income.

Justin said timing is important, as Construction Crew is reaching out to the affected booth reps who have red tags, and Booth Registration is getting ready to send out booth fee invoices. It is only one month before booth fees are due, and we need to know how to move forward.

Kirk supports this benefit to those who can use it, and that it was a surprise to not find a larger number of major rebuild issues. However, there are a huge amount of smaller projects to get done.

Tom said it is ultimately up to booth owners to make sure their booths are safe, and there may be more than just the red tag booths identified who need assistance. Tom recommended the motion be amended to include something that may have been missed.

AJ said he supports folks getting help who need it, but does not support this motion because he feels there are other avenues for vendors to get support such as the Kareng Fund that was established to help artists with financial needs due to hardships. This is our first Fair after two years and we have a lot of financial restraints on us. We need to use the resources already in our community.

Paxton feels it is appropriate to consider supporting this because the structures are really the property of the Fair, and we should be helping those in need of rebuilds. Paxton suggested amending the motion so it was not restricted to only those with total rebuilds, but also major rebuilds.

Jon S. said that a booth owner who feels they need help can contact Construction Crew to confirm. This motion covers that in its current wording. For the eight booths that are near a total rebuild, it probably makes sense to fix everything. We should leave to Construction to define total rebuild, instead of getting into what is major and what is minor. Given the cost of lumber prices, what people are saving for this, or what they may get from the Kareng Fund may not be sufficient. This would be one additional source of help that low income booth reps can get.

Kirk said it is a case-by-case situation, and the word extensive as opposed to rebuild might be an acceptable amendment. Kirk does not foresee more than the 10 to 12 already identified, but it is a wild card situation. Major rebuilds are being discouraged this year unless absolutely necessary. Being able to patch something and survive through until next year is recommended.

Jon S. said he was willing to amend the motion verbiage to extensive instead of total rebuild, and Sue agreed to the friendly amendment.

As amended, Jon S. moved and Sue seconded that upon their request, a self-identified low-income Booth Representative, whose booth has been determined by Construction Crew to require an extensive rebuild, may have their booth fee waived by Booth Registration, in

whole or in part as requested by the Booth Representative, should the Booth Representative choose to rebuild their booth this year.

Sam spoke in favor of the motion, considering our Fair mission includes supporting independent crafters. This is a really good way to walk our talk, and the impact to our overall budget will be minimal. The money would be a solid and useful investment toward our OCF goals. Sam suggested adding verbiage to say "as determined by red-tag crew" to make it clear.

Jon S. said the motion already states "as determined by Construction Crew."

George agreed with AJ and said we should look to some of our own resources and what can be reused of our accumulated materials. For instance, the sauna frequently supplies people with boards and so forth for reconstruction, and we can be more careful in how we sort through used materials internally instead of throwing it out. Passing this motion in a year when we are discouraging rebuilds is not copacetic, and George is not in favor.

AJ asked to table the motion until they know what resources are actually needed. While we know the number of rebuilds Construction Crew has identified, we do not know what booth owners actually need financial help. George agreed.

AJ moved and George seconded to table the motion.

Motion failed: 3-7; Jon S., Lily, Lisa P., Paxton, Sandra, Sam, and Sue opposed.

The amended motion passed: 7-2; AJ and George opposed; Spirit abstained.

Lisa P. moved and Sam seconded:

The use of racial or ethnic slurs, hate speech, verbal threats, or physical, sexual, verbal, mental, or emotional abuse by participants in our OCF meeting spaces constitutes violations of the OCF Code of Conduct. All OCF participants are bound by the Code of Conduct.

It is the policy of the OCF Board of Directors that the authority to remove any participant from any OCF sponsored meeting who commits a transgression of the Code of Conduct is vested in the Board President, Committee Chair, or their designee (i.e., meeting facilitator).

The Board President will be informed of all transgressions that result in removal from a meeting space. The measured responses when these transgressions occur in any OCF Board or committee meeting are as follows:

- **First transgression will result in the immediate removal from the meeting.**
- **Repeat transgressions are subject to measures including and up to indefinite suspension from participating in any OCF sponsored meetings and removal of membership in accordance with Article V, Section 5(c) of the OCF Bylaws.**

This policy is effective immediately upon approval by the Board of Directors.

Lisa P. said this motion is more about behavior in meeting spaces and not necessarily about Code of Conduct violations. Behavior consequences include removal from the meeting and if the person keeps doing it then suspension of meeting participation or removal of membership.

Sam supports the motion but asked to amend it. Sam feels it is appropriate for the person who is running the meeting to remove someone, but would like to let the FairCARE

group continue their work regarding transgressions and implementation of policy. Lisa P. agreed to an amendment.

As amended, Lisa P. moved and Sam seconded:

It is the policy of the OCF Board of Directors that the authority to remove any participant from any OCF-sponsored meeting who commits a transgression of the Code of Conduct is vested in the Board President, Committee Chair, or their designee (i.e., meeting facilitator). The Board President will be informed of all transgressions that result in removal from a meeting space.

Allain said we need a motion like this, but is concerned about having the Board president, designator, or facilitator be the ones to discipline or call correct. That needs to be out of the hands of all of those parties and into FairCARE or the Executive Director, where it can get movement forward. We have already witnessed a racial transgression back in December, and the President, Board and this community have not accomplished addressing it.

Dean said if we move ahead with this motion and hybrid meetings that are in person and online, we are going to need a sergeant at arms and that seems so un-Fair like. Dean understands the importance of why this is being discussed, but does not support someone being physically removed.

Carolyn objects to motions that include “emotional harm.” It is such a slippery slope. There are many people who are so easily offended by things, and others who are tough as nails. It is an arbitrary piece of language to put in a motion like this. This motion should go away.

Heather agreed with Carolyn and asked if there had been instances where this would have been put into place, or there was a fear it would happen. People are so different and you have designated who is going to be the decider of emotional harm. This is way too much.

AJ expressed frustration beyond belief, saying Lisa P. voted against his previous motion last month and now she is using the same language. The maker of this motion argued vigorously against AJ’s motion of holding people accountable for racist slurs in our meetings. Now this motion, which is right in line with AJ’s motion, is presented with the addition of emotional abuse. AJ is offended, saying the use of certain slur words is very clear but someone’s emotional abuse is not, and he worked collaboratively with everybody on the Board and in the community to try and address what happened at the December board meeting.

Recording Secretary amendment, as updated at the June 6, 2022, Board meeting:

AJ acknowledged that no public meeting vote was taken on his Code of Conduct motion.

As a point of order, Paxton said we are discussing the second paragraph of the current amended motion, which should be a simple procedure. Paxton supports the motion as it gives the Board and liaisons the responsibility of keeping an orderly meeting, which is highly appropriate.

Lisa P. agreed with Paxton, saying the original wording of the motion has changed. This motion codifies policy for meeting facilitators.

Sam spoke to when he was the meeting facilitator, and not feeling like he could not take action to enforce the Code of Conduct and not being supported. Sam experienced someone who jumped on a table and stomped their feet, but they remained at the meeting after it happened. As we move back to in-person meetings, it is important the Board makes a clear statement about disruptive and transgressive behavior.

Sandra is not in favor of the amended motion, saying the president and facilitator already have tools to deal with disruptive behavior and are responsible for a well-functioning meeting. Sandra does not understand the last sentence in the motion, saying it does not include a process for after the Board President is informed. We can handle the rare occurrences when someone is disruptive or speaks out of turn.

Spirit expressed concern with giving someone authority but not having clear policies and procedures to ensure equitable treatment in how things are dealt with, so she is not in favor.

Lily was not comfortable with the Board determining operational procedures, but does support giving meeting facilitators the ability to take actions that are supported by policy. Lily said that Spirit's upcoming motion would direct FairCARE to work with the Executive Director for creating policy and procedures for Code of Conduct violations.

Sam said a reason for informing the president is so meeting facilitators outside of the Board are not using it willy-nilly.

Lisa P. said this motion is just setting ground rules for meetings and does not preclude FairCARE from coming up with policies and procedures for violations of Code of Conduct.

Motion passed: 7-3; AJ, Sandra, and Spirit opposed.

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

Motion passed: 8-1; Jon S. opposed; Lisa P. abstained.

Spirit provided the following statement: While the Oregon Country Fair has a Code of Conduct that all members are expected to adhere to, it does not make clear the actions/consequences when the code of conduct is violated. Nor is it clear what constitutes a violation and what doesn't. It is important to clarify the expectations to ensure an equitable response by those who are charged with enforcing it.

While enforcing it usually falls on operations, the Board has been front row to violations in the recent past (during pandemic) in which there has been some expected response by the Board due to the violations happening at Board meetings or within Board-appointed committees. However, due to lack of an agreed upon road map, there have been inconsistencies in how these violations are or are not being addressed. This has lent to added scrutiny and mistrust, not only of the Board and staff/management, but also conflict between members. It is my belief that the absence of clear policies and procedures has contributed to the discord within our community for some time now.

As this motion only directs and prioritizes the work, it is my sincere hope that the Board will support this motion at the May Board meeting so that the ED and FairCARE work group can at least establish a timeline/work plan before we get any deeper into our 2022 OCF. Perhaps, most importantly, the time afforded in the motion will allow for the ED and FairCARE to involve stakeholders in a collaborative process as there is wiggle room included, should it be needed.

Equally important is the message to the membership that we acknowledge the need for an equitable and transparent process and the appropriate folks are working on it. I am aware that the FairCARE group has intentions of addressing the code of conduct along with creating

other policies and procedures that are critical to the health of our organization and that is important work. However, the Board has a responsibility to communicate and direct priorities when/if they arise.

Spirit moved and Lily seconded the Executive Director is directed to work with the Fair Cares working group to expand upon the Oregon Country Fair Code of Conduct by developing policies and procedures that involve progressive and measured responses when Code of Conduct violations occur. The policy should include violations related to racism, hate speech and crimes (defined), sexual assault, harassment and/or discrimination of a person(s) of a protected class. An investigation and appeals process is to be incorporated into all policies and procedures regarding violations of our Code of Conduct. Recommendation(s) or a report of progress is due by the Executive Director at the October 3, 2022, Board meeting.

Heather asked the Board to support the motion because it makes good sense.

Arna agreed with Heather and encouraged the Board to vote yes.

Ichabod also supports the motion.

Grumpy said his only concern was that the BUMs have to deal with violations of the Code of Conduct immediately, and hopes this motion would not affect that.

Spirit said she is impressed that FairCARE reaches out to stakeholders and would expect the BUMs to be involved in the process.

Hilary expressed confusion about crimes and code of conduct violations being in the same category, in that some have legal implications such as being arrested, but we should not be adjudicating a crime just because it happened on our property. Hilary is concerned about taking responsibility for serious offenses that go beyond us.

Vickie said what Spirit is trying to accomplish is equality, and not so much the end result. Certain things will be governed by the law. This motion strives for clear equality in what will be forthcoming, instead of being just left up in the air. It is not fair to just pick and choose how things are dealt with.

Lily said she was confused at first why this motion was needed, because FairCARE is doing it anyhow, and that is why FairCARE was created. The motion will establish a timeline for reporting back to the Board and we know we need it. Lily is excited for the organization to get this work done.

Lisa P. agreed that FairCARE was already directed to do this work, and that we should not be adjudicating criminal behavior. The language in the motion feels like we are going down that path in being similar to the criminal justice system. It is antithetical and does not speak to equality because we know people are disproportionately impacted by the justice system. Lisa P. would like to change some of the motion verbiage before she will support it.

AJ said he has been entrenched in this for some time now. The issue with our organization is we have a lot of "don't do that" and "stop, stop," but we do not have anything that discourages people from breaking the Code of Conduct. This motion directs the ED and FairCARE to fix that. It is beyond AJ why, after 50 years, OCF does not have something in place that is equitable and supported.

Sam said we do need a procedure to address violations of our Code of Conduct, but would like some changes to the language such as removal of "crime" and replace with language that is based on our Code of Conduct. The use of the word "defined" should be omitted or we

need to include definitions for those crimes. Sam is also concerned about resources that investigation and appeals processes are going to take, whether it be by staff or an outside investigator.

Spirit said she is open to amending the language of the motion, and the reality is that she is trusting the ED and FairCARE to work through this because it will be extensive. Their role is to bring back recommendations. While the FairCARE group has already been directed, it has been a couple of years with no forward movement. We need to prioritize this, after everything we have just gone through. Membership needs to be reassured that we are not sweeping this under the rug.

Lily offered a friendly amendment to the motion language, and said the operational part will come when FairCARE makes its recommendations after meeting with stakeholders.

Spirit said we have been lacking policy around harassment and an investigation process should always be included. There are Code of Conduct violations we need to be addressing.

Sam suggested further language changes. Spirit and Lily agreed to amend the motion.

As amended, Spirit moved and Lily seconded the Executive Director is directed to work with the FairCARE working group to expand upon the Oregon Country Fair Code of Conduct by developing policies and procedures that involve progressive and measured responses when Code of Conduct violations occur. The policy should include violations related to racism, sexual assault, harassment and/or discrimination based on a protected class. An investigation and appeals process is to be considered. Recommendation(s) or a report of progress is due by the Executive Director at the October 3, 2022, Board meeting.

Sandra said the language about crimes and sexual assault should be included as policy and stated that those are referred through the legal system. The FairCARE group should be given directive and deliverables, which is helpful.

Paxton wanted to clarify that hate speech and sexual assault are crimes.

Spirit said harassment and discrimination can also be crimes and expects FairCARE to part out crimes from conduct violations.

Lisa P. likes the amended motion better, and wants to keep criminal violations out as operations already has procedures for how we handle those things.

Jon S. has a problem with this entirely. The Code of Conduct covers a wide range of behavior. Are we going to categorize violations as misdemeanor or felony? There could be harassment that is not dealing with a protected class and can be considered a violation, such as not being respectful. Will all these different variations of violations be defined with an appropriate response, and are we creating a judicial code?

Lily said the FairCARE group will work on figuring out the concerns Jon S. expressed and those are not part of this motion.

Jon S. said that is how he is reading the motion, and asked if there will be measured responses for Code of Conduct violations. It is a slippery slope and Jon S. has the same concerns as Grumpy about violations that occur during Main Camp and the Fair and that are being dealt with by the management team. Most of those are handled at a situational level.

Jon S. would hate for us to go down a path of creating a system that does not deal with things as individual situations, and that attempts to apply blanket actions for certain kinds of artificially defined groups of infractions. This motion is going down that path, and there would

be incentive to not go through the grievance process and not use restorative justice. Jon S. will not support the current motion.

Spirit said the crutch is that we have been dealing with things situationally and that is a problem. It puts a lot of pressure on whoever is enforcing it, and it is being determined on who it is rather than what the violation is. The intent is to provide some sort of clarity and Spirit trusts FairCARE will come back with the type of things we need to define.

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

Meeting Evaluation (YouTube video 2:40:05)

As facilitator of the meeting, Lily acknowledged she allowed the meeting to continue past the 15-minute extension because she felt the Board was close to taking a vote.

President's Peace

Lily said she is excited about what we have in store for us over the next few months as we get ready for Fair. With every meeting Lily attends she gets a little taste of how close and real the Fair is going to be. She urged everyone to stay safe and healthy until then, and is excited to see us all in person on the land.

**Lily scheduled a Presidential Listening Session for Friday, May 20, 2022, from 6-7 pm.
Visit the .net site for more information.**



New Business Items

Statement from Lily: In the May 2022 meeting, we did not solicit Board members for New Business items to be discussed at the June Board Meeting. As facilitator, that was my responsibility, but I had obscured my agenda with notes from earlier portions of the meetings. Two Board members mentioned during the course of the meeting that they had New Business to add: Spirit submitted a motion to amend the Vaccine Policy, and Sandra said during her report for the Personnel Policy Committee that she would like to add a motion to add Ron Chase to the PPC. Please accept my apology for not formalizing these two motions as part of New Business for the June agenda.

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

Upcoming Board meeting agenda items include:

Appoint Ron Chase to the Personnel Policies Committee.

Amend the Vaccine Policy for the 2022 Fair:

OCF will require all members, volunteers, artists, crafters, performers and vendors, as well as their accompanying children and teens, 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. Per CDC guidelines, children four years of age and under are not required to be vaccinated.

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 roll-up for the 360 evaluation and present the roll-up 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.