

**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=IL9JvA7\\_v-A](https://www.youtube.com/watch?v=IL9JvA7_v-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 partner 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 NWCU. 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 volunteers 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, Community 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](mailto: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](mailto: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 going 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](mailto: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](mailto: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

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.