

Board of Directors Special Open Meeting
March 21, 2022 – 7pm
Zoom remote online and live streamed on YouTube
YouTube recording link:

<https://www.youtube.com/watch?v=n88pMDJKIlg>

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

Board Directors present: Anthony “AJ” Jackson (VP of Membership Engagement and Services), George Braddock, Jon Silvermoon, Lily Harmon-Gross (President), Lisa Parker (VP of Bylaws and Policy), Paxton Hoag, Sandra Bauer (VP of Philanthropy and Fund Development), Spirit Leatherwood, and Sue Theolass. **Other Board Officers present:** Stephen Diercouff (Membership Secretary), Hilary Anthony (Co-Treasurer), Kimberly “Kimmo” Howard (Recording Secretary), and Lynda Gingerich (Co-Treasurer). **Staff present:** Corey “Redd” St. Germain, Kirsten Bolton, Mark Malaska, and Sierra McComas.

Board Directors absent: Sam Rutledge.

Announcements (YouTube video 2:30)

Lily said the Board met in closed session on March 18 to discuss legal issues and no decisions or votes were made.

Hilary announced Sally Sheklow passed away in February. An article in the Eugene Weekly about her life is online at: <https://eugeneweekly.com/2022/03/17/sally-sheklow-dec-8-1950-feb-8-2022/>. Sally was an amazing contributor to the Fair community, had a sparkling sense of humor and a huge sense of joy. She had a passion for social justice and we were very lucky to have her in our community – she made us better.

Agenda Review, Amend, Approve (YouTube video 4:40)

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

Lily said she hoped tonight’s special meeting would be a hybrid of a town hall and place for the Board to do business. We will discuss how to bring us back to our land in the safest and most fun way possible, and focus on the work it will take to come together to put on Fair 2022. This year will look and feel different from 2019. We will share ideas, but must remember to be flexible, agile, and creative in order to create an event with the appropriate size and maximized health and safety protocols.

Lily recommended the agenda start with staff report, then treasurers report, then two business item motions with member input. There were no objections from the other Board members.

Lily added to new business: The Board moves to amend the Public Vaccine Policy to be more fully in line with the CDC recommendations for children under five. This change in policy

reflects that as no vaccine is available for children five and under, they are in compliance with CDC recommendations and are not required to provide proof of a negative test to attend the 2022 Fair. This motion removes all language referring to children five years old and younger from the policy. The full policy may be found online.

Lily moved and AJ seconded to move the amended vaccine policy motion from new to old business.

Lily said White Bird advised the vaccine policy needed to be adjusted in order to be in line with CDC recommendations. It is important to move this motion now so our ED has the most current policy as we move forward to an event.

Motion passed: 8-0. Jon S. abstained.

Staff Report (YouTube video 9:25)

Executive Director's Report from Kirsten:

We consulted with our land use attorney about our three-day event in July, and our exemption and recertification from the 90's with five categories stating the scope of the event: Fair activities (booths, stages, art displays), camping, open spaces, Fair operations (maintenance and safety), and parking. Our exemption has a 'use it or lose it' timeframe attached to it, so we needed to determine what we have to do to preserve it.

Our last onsite event was 2019 and then came the pandemic where we were allowed by Lane County in 2020 to keep our permit, and then in 2021 Floyd Prozanski helped with keeping the event on hold during states of emergencies. Now the Oregon governor is withdrawing the state of emergency effective April 1, 2022.

Our attorney recommends we have our event in July 2022 in order to preserve our ability to continue OCF into the future, or we risk losing it. The scope of the event as approved by Lane County is a three-day event, and if we decide to do a smaller one-day event with diminishing returns, then we could be held to that standard of only being able to do one-day events going forward. Our 2022 event needs to be three days and include all five categories mentioned earlier.

We know we have many challenges ahead of us, and we passed a very large capital improvement project budget. We may not be able to accomplish all those goals, but we need to give ourselves some grace and understand this year is going to unlike any other. Our poster is not published yet, but it includes a bear which symbolizes our coming out of hibernation. We may have to let go of some things, but we need to do the best we can to maintain our exemption and recertification status.

Treasurer Report and Budget Items (YouTube video 13:25)

Hilary said cash flow and income projections typically do not get updated too much through the year. This year there were several cash flow projections based on different scenarios. One is a cash flow that is based on 10,000 tickets sold per day for a three-day event, which would give us a generous amount to put in reserve for starting the next Fair. We also have our rainy-day fund for a disaster, restricted funds of \$200,000 that is the last of the

Shuttered Venue monies, KOCF funds, set -aside funds for a community center, and our endowment. We would still be in good shape financially.

Hilary said if we have a one-day event or go below 10,000 per day then we would need to look at cutting our expenses. With our grant money, we do not have to be at 15,000 per day in order to be financially able to make it to our next event. We are thinking about how we can have a healthy main camp, repair, rebuild and have a Fair that we can connect on and be a positive experience. We have to be flexible, and staff is engaged in helping determine the priorities and knowing what parameters are needed to be successful. There is some uncertainty in predicting the income streams, so that is why we have to keep monitoring it and be able to pivot and make adjustments.

Lily thanked the Treasurers, Budget Committee, and Staff for their challenging work and deep thought processes that have gotten OCF to where we are now. Big thanks for those who helped get the Shuttered Venue Operators Grant, as it is keeping us going.

This meeting is to discuss what our 2022 event will look like after two years away. There will be much work we need to do to identify, prioritize, and get started on. We will have to make tough decisions on what projects move forward and those that will wait until next year. As confident as we are in our ability to create magic, we also need to be realistic when discussing where to focus resources, support, and time to get to the point on Friday morning when we open the gates.

In order to better understand the pressure on the volunteer base and staff, Lily asked for additional time in member input on the motions to allow crew coordinators to share their concerns. She asked for the feedback to focus on the scope and concept of our essential event this year.

Old Business (YouTube video 21:45)

Lily moved and Sandra seconded the Executive Director work in consultation with the Board to release and sell the number of tickets appropriate for health and safety of a three-day event up to the capacity set at the November 2021 Board meeting.

Kirk said he has been able to walk around site and talk with crews, committees, and staff. He wants us to be cautious with our footprint and wrote a letter to the Board offering alternative scenarios. He hopes might be considered for a separate second event if we need a more traditional three-day event to remain in compliance with the county certification. Kirk said Construction Crew is fierce and will work hard, but they are scared about the challenge of what needs to be done with fencing, stages, and structures. He would like other coordinators to speak up about the challenges we are up against, so that we can all go into our next event with our eyes wide open. We will have to be creative as this is a unique year and there is a lot of work to do.

Shawn is a Coordinator for Xavanadu Entertainment and a Crew Leader for the Dance Pavilion. He wanted to acknowledge those in our community that continue to suffer the results of COVID, many with tremendous anxiety, still grieving from loss, financial hardship, and

strained personal circumstances. He hopes as we plan for an event, we remain vigilant of those whose lives continue to be a daily struggle.

Shawn said as we are planning an event similar to 2018, the volunteer numbers onsite and level of organizational preparation are below where we need to be to successfully operate an event of that scale. It will be an extreme challenge for certain crews to fulfill the current event expectations and it is time we recognize that. We will see a reduction of infrastructure, services, programming, and more. With his crew down 25 percent, the plan is to scale down the number of entertainment areas from four to one.

Shawn is concerned about crew morale, and wonders how he will find the strength to lead them during a time when people are needing mental, emotional, and physical support to work at the Fair. The Fair leans heavily on its volunteers, and the stressors will lead to burnout and resignation that we have not seen before, with an outcome that could have ramifications for years to come. Concerns expressed by coordinators should be taken with the utmost seriousness, and it is a missed opportunity that coordinators were not consulted about what is possible from an event production perspective.

Shawn said he is not confident in the operations plan and time is running out. The coordinators need assurance about the scope and scale of the event so accurate planning, contracting, and operations can proceed. The absence of this certainty does not foster an environment for success. Shawn hopes the Board will scale back the event to a predictable and manageable size.

Dean said more people are coming on site, and the energy they are bringing is absolutely amazing. Even with two years of environmental wear and tear on structures, there is much excitement and energetic ideas about solving some of the problems. Dean said staff is using their enthusiasm and knowledge, and sees it as an opportunity to figure out ways of getting the work done.

Krystal of Water Crew said she was appreciative of a special meeting and said we need more communication, energy, synergy, and momentum to go forward. There are many deadlines that have already passed that would have already been done in a normal year. She is scared and terrified, and has budget questions in case equipment fails because it has not been used since 2019. There are concerns about having enough support to face those types of challenges, specifically a need for plumbers.

Emma said she will not be actively coordinating the Pre-Fair Kitchen this year and sent a letter to the Board to explain her reasons. For a community that calls each other family, the current plans for this year's event are isolating parts of our family and our community, and making it so that not everyone is equal. It shows this is just a business, it is about money, and that some people do not matter. OCF is not being a good example.

Jon P. said he has been on site recently and has helped with the mounting of every Fair since 1970, except for two. The conditions in front of us and the work to be done is a lot, but it is nowhere close to many of our most challenging years for startup. Jon P. said reducing ticket sales but keeping our full footprint of functions will actually make less mean more. If we want space for people to attend and be appropriately distanced, then we need a Fair with the space for that.

Jon P. said if your area is too challenging for you right now, please look to the many people that know how to do this from times past. There are also the many people who want to join a crew that have not been able to find a spot in recent times, such as youth and marginalized populations. This is our opportunity to diversify and refresh our volunteer and leadership pool.

Justin has also been on site recently and felt the sense of opportunity and possibility. But there is also the reality that the struggle is real and our crews are down in numbers. The timeline we are being asked to manage underneath, with the uncertainty of even what kind of event we will have, is daunting. We will not have some of our institutional knowledge, and there are some jobs that cannot be taught to new volunteers without the people who know how to do them.

Justin said if it was his choice, he probably would not be attending this year, but as a coordinator feels he needs to attend in order to prevent critical elements from collapsing. He said for booths and crews whose attendance is mandatory, it puts them in a position of risk and being compromised in order to ensure the thing they have given their life to goes forward. Justin hopes we can rally together and compared it to the domino effect, saying it is contingent on a crew being able to work together and count on other crews to do their jobs, to ensure a successful event. He asked for patience and understanding.

Troy said he loves the Fair and likes being on Recycling Crew because of the amount of work and burden on his shoulders that he can contribute to the community. This is no time to debate science, philosophy, or morality. It will be logistically hard to pull off an event this year when you are restricting the number of volunteers because of vaccination status, especially when we know a person can still get and spread COVID with the vaccine. There is an obligation that for our event to go on we need all hands on deck. The one thing that keeps our community unified is us all coming together to make the event happen. We are limiting those people who have been putting in that passion for years, and it will be hard to pull this off without them.

Lucy acknowledged the delay in getting the Virtual Sticker Booth up this year due to family who passed away, and hopes it will be up soon. Lucy is most concerned with the fragmentation within our community as a whole. Coming together on the land can help us bridge that, but Lucy does not feel we are walking our talk in terms of being respectful of different points of view and the use of certain language that has been offensive. There is a lot of work to do, and we do not have anyone on staff who is knowledgeable about how all the pieces work together. The coordinators have not had an opportunity to come together and discuss the details until tonight's meeting, and they are a piece of our very complex machine.

FireDIC said everybody is scared, but we need to lean into that and come together to make it happen. We need to serve all aspects in all groups associated with our event. We need our event to heal ourselves and our patrons. If we go on another year without an event, loyal patrons will likely move on from us. We need to authorize our Executive Director to put on as much of a Fair as she believes we can. We need to adjust our financial expectations and provide some grace to the ED, staff, and volunteers in terms of what we view as success.

FireDIC said we should revisit every rule and practice to ensure control, and then loosen or abandon some of those rules in order to get the work done. Any work that can be done now should be. He suggested crews ask for help, and that if there is work that cannot be done by

volunteers, then hire contractors to get work done. If we are worried about overstressing volunteer participation, make it fun and feed people. Coordinators need to commit now to being all in on making the Fair happen and not hold out until later and then walk away and sabotage everyone else's efforts. FireDIC expressed confidence in the ED's ability to manage and lead us to the event, and said we need to come together and help out in any way we can.

Kyra from Pre-Fair Kitchen said there are a lot of challenges, stresses, and strains of how to put on the best experience to be able to feed the crews and put on the Fair. Redd and Sierra have helped put together checklists, there will be some operational adjustments, and we are going to try hard to bring back the love. We are simplifying meals, planning for more table space, and hand washing stations will be larger and up front at Main Camp. We will have more safeguards in place with more hand sanitizer stations and sneeze guards on the food line and salad bar. Kyra said while our planning seems late, communities near and far are expecting us to bring our A-game for this year's event. She encouraged us to practice the four agreements and know we are going to do the best that we can. Go out to Fair site where the energy is there and it is waiting for us.

Lisa C. expressed gratitude to the staff and Board for the amazing amount of work they put in. There are a lot of volunteers who are ready and willing to get back out and do the work. We need to utilize those resources, and the work parties will be vitally important. Coordinators need more meetings together and should be working hard to encourage their crews to check out their booths and spaces. She understands the concerns of Construction Crew and the operational aspect, but feels we can utilize our volunteer base to help do the work. One of Lisa's concerns is the servicing of Miss Piggy's and the need for more bathrooms and hand washing/sanitation stations. Lisa C. said having more space will be important for those who have social distancing concerns.

Amy from Recycling spoke to the sentiment of missing institutional knowledge and experienced crew members. We are losing people because of the vaccine mandate, how we are treating our marginalized community members, and because there has not been enough planning time. People have already made other plans or have not requested time off from work. Our crew is concerned about the state of our site vehicles, equipment, and infrastructure. In planning for a smaller event, 10,000 people is still too much and it requires a full compliment of volunteers. We need to match the number of people who come to the number of volunteers we will have, because we also have to clean up after ourselves. Otherwise, we are setting ourselves up for failure.

Amy said since our NCU permit allows us to take one year off, then we should do that this year because the county exemption in 2020 and state of emergency in 2021 would mean that we really have not taken a year off by our choosing. It would be the right thing to do, it would be walking our talk, and it would be putting the care of our people first that we call family. Work parties are a good idea, but an event this year is not a good idea because it would not be safe.

Wren said that White Bird Medical Crew will be at whatever event is decided. He said he has never attended more pre-Fair meetings than he has this year, and thought that if we worked hard and planned well, we could have a safe event this year. Wren has realized that we can have a safer event, but when we bring thousands and thousands of people together there is

always the risk of COVID and we should not be surprised by that. We need to make sure people think about their own level of risk and make an informed choice. We are a multi-generational community, and not like a typical rock concert. We will never be able to make the Fair 100% safe. We also need to listen to the coordinators who are expressing concerns about their crews.

Bryan with Main Stage said he appreciates what everyone has had to say and would be thoughtful of the opinions expressed. He said his production crew is at full capacity, are happy and ready to work. We have three days of music booked and are ready to go on with the show, but we can make adjustments. There will be a lot of events happening this summer and we will be one of them. Bryan hopes we can all come together to decide what is going to be best.

Jon G. said 4-A Crew lost two of their head honchos, Gwyneth and Midge, and they have had to make a lot of adjustments lately. He was thankful for the opportunity to speak and wanted to highlight how some of the event scenarios would impact alter-abled access and the crew's ability to help people move around. With 4-A being part of Community Village, we want to make sure that we are able to provide the services.

DJ reminded folks to check with Archeology before digging onsite as we prepare for an onsite event. We need to protect the land for the people in the past and what we did to them.

Martha gave thanks to the Executive Director and recent staff hires with their new roles and responsibilities. She said even though some people are nervous about having an event, she encouraged staff to keep at it and encouraged coordinators to ask for help. After hearing Justin's concerns, Martha said she would be willing to help Booth Registration.

AJ said he too has felt the energy of walking around onsite and he and other volunteers are ready and willing to do extra work to make this event happen. AJ does not want to lose the Fair for his kids and the future of our organization. A third year without an event would put that at risk. AJ also mentioned the local businesses in Veneta and community that have missed the influx of income during our event, and how it will help us collectively. He said, if you ask them, they will come. AJ encouraged asking for what your crew needs to get done and utilizing the work parties. We can overcome.

Paxton agreed that we have to put on a three-day event with our normal footprint to conform to our NCU permit. Under that concept, we just have to decide how to move forward. Paxton thinks reduced attendance is appropriate, and also thinks there will be demand for tickets this year. He supports the motion. Paxton also said there are Elders with skills and experience that are willing to help make this year a success. He would like more work parties and an onsite coordinator meeting to network in person.

Sue said she has heard the reasoning for a large-scale event because of the NCU. However, she believes it is safe for us to put on a much smaller event this year. It is not about the money, as we have the grant and some reserved funds. Sue has been part of Community Village and knows what it means to work on a team. She also hears loud and clear the concerns of coordinators, and Sue is offended by those who claim that everyone needs to step up, be all in, and just do it because it is not realistic. Sue does not want an all-out Fair this year that is going to cost the well-being of our volunteers, which will cause repercussions for years to come. Sue said we need to listen to the people that we rely on for this organization to continue. A smaller event is the best thing to do for our coordinators and volunteers.

Kirsten wanted to provide clarity on the NCU, said we are at 17 months of a 24-month clock. Our last event was 2019, then in March 2020 the COVID public health order required gathering limits and distancing requirements. SB 405 later paused the NCU clock for this time period, so that is eight months on the NCU clock since last Fair. In June 2021, the NCU clock resumes after orders prohibiting social gatherings are lifted. That is nine months on the NCU clock from this date to present day. The relevant deadline to resume the NCU is 24 months total, and we are at 17 months when we hit July. With advice from our attorney, we do not have the option to take this year off.

Jon S. said he agreed we need to do an event this year to avoid litigation about whether or not we can continue. He is not sure we would win that litigation. Jon S. has concerns about moving forward and if there is a clear idea of what is being moved forward as he has heard people say they are going to reduce the number of entertainment locations and stages. We may end up finding we cannot do quite everything that we do in a normal year. How will that affect our ticket sales, or those consumers who pay the same amount but perceive themselves as getting less in return in terms of entertainment. What do we do with our brand in that case?

Jon S. hopes when ticket sales begin that people know what it is they are purchasing, and he does not think we know that under any of the scenarios that have been talked about. Even going ahead with the Fair, trying to get as much done as we do in a normal year, he has concerns about damaging our brand. Assuming that ticket sales would still go on April 1, Jon S. asked if ticket sales could be delayed a few weeks, and asked Kirsten if that would adversely affect the net ticket sales.

Kirsten said staff is fielding hundreds of inquiries about ticket sales, and we need to get that up and running. We have already made delays to see how the pandemic would unfold. We are a little scared and feeling behind the curve, but we needed that time to see if we could even have an event. We have now moved into a phase that allows us to have an event and we will give it our best shot. Timing is of the essence for ticket sales at this juncture.

Jon S. said he was perplexed with how to proceed, seeing the arguments on all sides. The current motion does not change much, and it seems it would be a judgement call with what is the number appropriate for health and safety.

Kirsten said ticket sales would be phased in and we will not release the entire amount up to the capacity limitation set last November. We will turn on the spigot slowly and if conditions continue to improve, we will never go above 15,000. We will proceed cautiously.

Jon S. said he did not think the motion does anything effectively, and that Kirsten can proceed without a motion.

Spirit agreed that a motion is not needed for operations to do their thing. However, with the seriousness of the pandemic, this motion helps solidify and support our management team to help us move forward. Spirit thanked everyone who had provided feedback and wanted to acknowledge she heard their concerns and perspectives for different event scenarios. Spirit said she has fear any year in her role of Security Crew Coordinator, but will have more concern about COVID and our most vulnerable that are choosing to come. With people wanting to hug and lose their inhibitions, it is a community responsibility that we manage our risk and we have to remember that all the way through.

Spirit said we all need to think of ways we can be safer with our crews and making contingency plans, and not wait for management to do that for us. With the experience of middle-management and the BUMs, she feels more hopeful, and knows that there is time to train new volunteers. Spirit encouraged Construction Crew to reach out to other coordinators for Pre-Fair help. We are community and it will take us all coming together as safely as we can. As a Board member, Spirit feels it is her responsibility to keep this organization afloat so our community can stay together through the next 50 years.

Spirit feels horrible for the volunteers who cannot participate because of the vaccine requirement. She is grateful for coordinators who are providing their expertise but will not be able to attend. She hopes we can get support for those who cannot come, and let them know they are in our hearts.

Spirit said no decisions have been made about stages yet, but decisions will need to be made and let us give each other some room and make it great.

Sandra said she is impressed by the work staff has been doing on the protocols for dealing with COVID, and the plans in place to help us have a safe and fun event. She has personally been very cautious the past two years, and is proud that we have put together one of the most restrictive COVID policies of a big event. Having a vaccine requirement is rare these days, and Sandra is confident we can put on a safe event, and she feels comfortable participating. Everybody has to make their own decisions and what risk they are willing to assume. If we roll this out carefully and methodically with lower attendance, and continue to monitor COVID, then the reductions will be more substantial in terms of density.

George wanted to address the comments made that affirming this motion at this juncture does not do anything. He said while the motion may be symbolic, it shows the confidence of the Board and support for management.

Lily said not only does it affirm our public trust in the management of the organization, but it also gives a definitive answer to the question of whether this will be a one-day or three-day event. A three-day event has been decided and the motion allows for ticket sales to be a flexible number but only up to the cap we set in doing our long-range budget planning. Lily feels for the fiscal health of the organization a small event is okay, and it is not about revenue. If we wait another year to have an event, we will have four years of no activity for our systems, equipment, and infrastructure.

Lily shares others' concerns over COVID safety and people having to make the decision to not participate because of the vaccine mandate. She understands the feelings of not being able to engage in an event that you love. But, in having an event, we need to break off that inertia and have a realistic view in that some things won't get done. Momentum has kept us going for a long time and we need to get back to that point, but we need to be aware of our limits and engage in radical self-care. The public will know this is a year of change, growth, and figuring it out again. Let us work as a team and figure out what we need to do this year.

Paxton likes the idea of phased-in ticket sales, and that we need to start selling tickets soon.

To recap, Lily moved and Sandra seconded the Executive Director work in consultation with the Board to release and sell the number of tickets appropriate for health and safety of a three-day event up to the capacity set at the November 2021 Board meeting.

Motion passed: 9-0.

Lily moved and Spirit seconded to amend the Public Vaccine Policy to be more fully in line with the CDC recommendations for children under five. This change in policy reflects that as no vaccine is available for children five and under, they are in compliance with CDC recommendations and are not required to provide proof of negative test to attend the 2022 Fair. This motion removes all language referring to children five years old and younger from the policy. The full policy may be found online.

Grumpy said the motion should be amended to have all the public be vaccinated. There are other festivals with this requirement, such as the Moisture Festival.

Jon P. strongly encouraged the motion be passed, saying it would put us in line with other big events in our area. Relative to CDC guidelines and standards that are common in our area, we should not make it too hard for the public.

Ann said this amendment to the policy means we are following the CDC guidelines, at a minimum, and if the CDC changes their guidelines, then we will need to change. As many people as possible should be vaccinated.

Lisa wanted to clarify the vaccine requirement applies to children five years and older. Lily offered to amend the motion.

As amended, Lily moved and Spirit seconded to amend the Public Vaccine Policy to be more fully in line with the CDC recommendations for children under five. This change in policy reflects that as no vaccine is available for children under five, they are in compliance with CDC recommendations and are not required to provide proof of negative test to attend the 2022 Fair. This motion removes all language referring to children five years old and younger from the policy. The full policy may be found online.

Lily said Spirit had asked for this amendment to the vaccine policy at the last meeting, and Lily had turned it down. Lily thanked Spirit for helping her to understand why this was a necessary change.

Spirit thanked the Board and White Bird for taking safety seriously. For Spirit, it was about not overriding the good judgement of parenting. She suggested a review of the Minor Onsite Form and updating the verbiage to make the risk known, and a reminder to keep your children close.

Jon S. said he has watched how we have changed what we are going to do, and he wonders if we are really trying to put on as safe event as we can by allowing children under 5 to not be vaccinated. He suggested that we should keep that requirement and said there are tests that are not invasive. If all we are doing is saying we are going by the CDC guidelines, then we are not saying we are trying to have as safe event as possible because we can exceed those guidelines. In principle, it is more in line with what we are requiring our volunteers to do because it does not make sense to have one set of kids under five being able to be onsite without testing and another set with required testing.

Jon S. said he is conflicted and thinks we have been backtracking on making this Fair as safe as possible, both with the motion made last month about making exceptions to the testing requirement and this exception. Jon S. said it is no longer a valid statement that we are trying to make the Fair as safe as possible.

Lily said she is hopeful for a vaccine for two -to-four-year-olds before our July event. She wondered if the motion should specify it is complying with the most recent CDC recommendations, and suggested adding a clause as such.

Kirsten clarified the Fair will follow the most current CDC guidelines during the event, and this motion reflects that.

AJ said even if a vaccine comes out for two-to -four-year-olds, there will not be enough time for them to get two vaccines before the event.

Motion passed: 6-2. Jon S. and Sue opposed. Lisa P. abstained.

New Business (YouTube video 1:51:10)

AJ's submission for new business:

Definitions

Hate Speech: Hate speech includes the use of slurs that target individuals on the basis of inherent characteristics including race, sex, gender, ethnicity, religion, sexual orientation, and disability.

Meetings: Meetings include any official meeting of the organization, including regular and special meetings of the Board of Directors, meetings of committees, work groups, and task forces established by the board or executive director, meetings of volunteer crews, and any other officially sanctioned meeting of the organization.

Meeting Participants: Meeting participants include any OCF Members, employees, volunteers, participants, or any other people in attendance at Meetings.

Meeting Chair: The meeting chair is the individual granted authority to convene a meeting. For meetings of the Board of Directors, this is the Board President. For other meetings, the Meeting Chair may be the Committee Chair, the Crew Coordinator, or an agreed upon facilitator.

Policy

Hate Speech in our meeting spaces is a violation of our Code of Conduct and is therefore prohibited. This prohibition applies regardless of the intention, inflection used, sex or race of the speaker.

Committee chairs, crew coordinators, meeting facilitators, and board liaisons are required to report any violations of the code of conduct covered by this policy. Violations must be reported to the Executive Director and Board President within three days of the violation. This reporting obligation does not apply to instances in which the ED and/or Board President are present at the time of the violation.


The measured responses when these incidents occur are as follows:

1st violation will result in immediate removal from the meeting, and a two-month suspension from participating in any OCF sponsored meetings. During the two-month suspension, the Executive Director or their designee will provide an education opportunity for these individuals that addresses their violation.

2nd violation will result in immediate removal from the meeting, and a year suspension from participating in any OCF sponsored meetings. In cases where individuals commit a second violation, they must provide and engage in an educational program addressing the harm they

have caused. The Executive Director or their designee must approve that the educational program is appropriate. Any expense associated with such an educational program will be borne by the individual found in violation. Certification that they have completed the program must be provided to operations, before returning to our meeting spaces after the year suspension.

3rd violation will result in immediate removal from the meeting, indefinite suspension from participating in any OCF sponsored meetings. The board will hold a closed special session within 10 days at which they will discuss invoking the bylaws provision for membership removal.

In cases where actions in our meeting spaces are deemed egregious, the Executive Director may accelerate this process. The Executive Director will ensure that all records of these violations be confidentiality  filed, and inform the board when individuals have reached their third violation.

A Meeting Chair is responsible for determining whether an incident amounts to a violation under this policy. In instances of low severity, such as those that the meeting chair reasonably believes to have been unintentional and without knowledge of this policy, a one-time warning may be granted by the meeting chair. In no event should the same individual be warned more than once. A warning is not guaranteed under this policy, and will only be granted on a case-by-case basis.

This policy is effective immediately upon approval of the Board of Directors. This policy will sunset if superseded by a Board approved policy that addresses measured responses when there are code of conduct violations more generally.

Meeting Evaluation (YouTube video 1:53:30)

Lucy said she was disappointed, as she thought the meeting was going to address options and she has not heard any options.

Kirk said while it is true, we can get more volunteers and we will do our best to work with them, there is a point where you just cannot have a flood of volunteers show up and suddenly put them to work. He said with eyes wide open, we have a lot to do and will have to make some tough decisions.

Mark P. thanked everybody for their hard work, time, and dedication.

Ann said she has seen more people recently onsite than the past two years, and she loves us all.

Lisa C. thanked everyone for their hard work and is grateful that the motion to amend the vaccine policy passed.

Paul said this meeting was awesome and he appreciates everything we all do. He has been thinking about the world track and field event coming to Eugene, how OCF is promoted as a local attraction, and how that might help our ticket sales.

Amy asked if AJ's motion would stay on new business for at least a month, or if it would be voted on at the next Board meeting in two weeks. Lily replied it would be on old business at the next Board meeting, and that there is the ability to table or extend it if needed.

Dean thanked Lily for putting on a nice meeting that flowed well, and for how the agenda was organized. He encouraged folks who are feeling challenged to get onsite and share a picnic with friends, and pick up the energy that is there.

Spirit wanted to apologize to Kirk for minimizing his concerns regarding volunteers and just wanted to empower us and rely on one another. She thanked Lily for a well-run meeting.

Norma Jean thanked everyone for their hard work, and said it is not easy from the beginning of planning the event to when it actually happens. She is upset and hurt about a comment someone made about 'being afraid of hard work', and said she does not know anyone who is afraid of hard work. Norma Jean wanted to recognize all the volunteers who put in the time and do the work, and who are not afraid of hard work. There are many Fair family members who cannot be here this year, and it is not because they are afraid of hard work.

Krystal thanked everyone who reached out to her after she expressed her concerns. She feels a lot of love and support, and it gives her hope.

President's Peace (YouTube video 2:02:20)

Lily said this is the first confirmation of a three-day event and was happy to hear the input about health and safety, and what it will take to support our volunteers and staff to actually do this. This is real and marks a transition to putting our boots on the ground. Many of us are getting back on site after a long time away, and Lily hopes we can enjoy the spring sunshine as we start doing the work in a fulfilling and healthy way.

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

Upcoming Board meeting agenda items include:

Jon - DEI Reparations Motion: Move to establish an ad hoc Board committee to examine the question of whether the Oregon Country Fair should make reparations to First Nations peoples for the Fair's current ownership of land stolen from them and to make recommendations to the Board. The ad hoc reparations committee is to be comprised of the following:

- Up to six Fair members or participants who are descendants of the First Nations peoples who occupied or used the land that the Fair currently owns.
- Two Board members
- A Co-Treasurer or their designee
- The Executive Director or their designee
- One member from the Diversity Committee
- A member of the Archaeology Crew or Archaeology Committee who has professional experience interacting with First Nations peoples in Oregon

In its deliberations the ad hoc reparations committee will consider the following:

- Whether reparations should be made, including the question of whether ownership of the land should be transferred and
- If reparations are to be made, in what amount, in what form, to what entity or entities, and over what time period they should be made.

The ad hoc reparations committee will strive to report back recommendations to the Board of Directors by the December 2022 Board meeting.

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

Board: Vote on juried logo items.

Jon: Financial support for booth people in constructing their booths

AJ: Hate speech policy.