

Board of Directors Meeting
June 26, 2022 – 4 pm
Zoom remote online and live streamed on YouTube
YouTube recording link:

<https://www.youtube.com/watch?v=Fo2giwPmyvc>

(subject to approval by the Board at the August 1, 2022, Board 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), Kirsten Bolton (Executive Director), and Mark Malaska (Assistant Manager).

Announcements (YouTube video 8:15)

Sue said her booth partner, James Nathan, makes origami hats that have been juried into Fair. The hats come with a list of things that it will protect you from. Sue had extra hats to offer, but said they do not protect against mosquitos.

Lily said the Board met in a closed session on June 24 to discuss the COVID circumstances. The Board also met in closed session two hours before this meeting for their first in-person social gathering since March 2020.

Jen-Lin said it is time to start thinking about the annual elections for the Board of Directors. Stay tuned for more details to come in August.

Several people thanked the crews and all the folks working pre-fair under trying circumstances. Everyone was rockin’ it! Thank you.

AJ gave a shout out to Zak for the Human Intervention trainings, and to those who attended.

Lily acknowledged due to the meeting’s location and internet bandwidth capabilities, there would be no online member input at this meeting. She thanked Paxton, Dean, Jamie, and Sean for their help with getting the outdoor meeting online and continued help with year-round technical skills.

Minutes Review (YouTube video 12:35)

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

AJ said in the future he would like disagreements about the minutes to be worked out differently than what happened recently. Each Board members' opinions are important even if they conflict with each other, and all views should be expressed. He thanked Kimmo for reaching out to him and validating what he wanted expressed.

Motion passed: 10-0.

AJ moved and Lisa P. seconded to approve the June 6, 2022, Board meeting minutes.

Motion passed: 10-0.

Agenda Review (*YouTube video 15:45*)

Jon S. tabled hybrid meeting support for committees until August.

Jon S. noted the text for one of his upcoming motions was not included in the Board packet for review.

Lily asked the Board to consider tabling all Old Business agenda items due to online members not being able to give feedback.

Lisa P. offered to table the Bylaws Committee directive motion.

Member Input (*YouTube video 38:35*)

Lily reminded members to not comment on personnel matters, and expressed that time limits may not be needed at this meeting due to the small number of members attending in person.

Sam suggested further discussion about member input time limits for future meetings, noting that unlimited input can cause a meeting to go on too long.

Jon S. said there should be some discussion about the proposition about talking about time limits and personnel matters, especially since it has been his observations that positive comments about personnel matters are allowed even though personnel matters are not to be discussed.

Ann thanked pre-Fair folks who helped during the rainy weather and mud, and who respected the closures of areas on property so they did not receive damage from all the activities we do getting ready. She especially acknowledged the efforts of Community Village carrying loads of wood by cart or by hand. For everybody who was respectful, the whole site is better for it.

Someone said this has been a hard year and there are many who cannot come for their own personal safety reasons. They thanked those who could attend and help with the remaining work needing to get done.

Staff Report (YouTube video 22:25)

Executive Director Report from Kirsten:

- **Trademark**

- o Process to renew our Trademark of the Peach logo has begun
 - Our Trademark ends September 2022
 - The renewal will extend it until September 2032
 - Must be done every 10 years

- **Ticket Sales**

- o We are pacing 13 percent behind in revenue compared to June 21, 2019
- o I will give real-time ticket sales numbers at the coordinator meeting

- **Administration**

- o Guidelines are scheduled to be delivered the week of June 27

- **Site**

- o The weather is improving and the site is drying out
- o Contingency planning is underway
 - If the lots aren't dry enough, we will relocate the reefers, camping and parking

- **Volunteer Appreciation**

- o 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 Crews:

- Construction
- Pre-Fair Kitchen
- QuarterMaster
- Greeters
- JYD
- Water Crew
- IT
- Communications

- o There are lots of crews to recognize, which we will do at the Teddy Bears Picnic on Sunday, August 21, 2022

- o Thank you to our Volunteer Support Specialist, Alexis, for the work done to help match new and returning volunteers to crews and teams. Also thanks to Johnny Whidden.

- **Meetings**

- o Coordinator Meetings

- Dr. Ann Cooley conducted a Coordinator Q&A Meeting on June 13.
 - Coordinator meetings were held July 3 and July 6, on the property.

- o TicketsWest

- o Motorpool

- o BUMs Meetings

- o Veneta Chamber of Commerce

- o Mandatory Food Booth Meeting

- o Lane County Fire Authority

- o City of Veneta

- o KRVM Interview

- o Veggies on the Run

- o Lane County Environmental Health

- o Human Intervention Training

- **Contracts and Permits**

- o Temporary Campground Permits – pending

- o Outdoor Assembly Permit - pending

- o ODOT permit – approved

- o Right-of-Way Permit (Suttle and Territorial) – approved

Sam asked about ticket sales and Kirsten clarified the percentage is based on revenue and not the number of tickets being sold.

Jon S. asked Kirsten if anything specific was being done by the new Marketing Manager to address those issues affecting ticket sales.

Kirsten replied, Vanessa has been doing an excellent job and has been efficiently updating our websites and other materials. She works closely with our crews, and the various advertising and social media avenues. This year revenue will be down because of COVID, but we can get back on par next year with a more traditional number of ticket sales.

George said all over the world and country other events are taking place and policies are being changed. As we move forward and get more updated data, changes are taking place overnight regarding mask and vaccination requirements. If our revenue numbers are short, then why don't we change our policy and lift the restrictions.

Kirsten said the policy reflects the environment we are in, and being so close to the event date, it may be our best course of action to not make changes. We are an island unto ourselves with this policy and we have to know there are consequences that go along with that policy. The consequences are lost volunteers and ticket buyers in a year when we are getting back on our feet. The Board can make any decision they want.

AJ said there was pushback when the vaccination booster requirement was changed. People had made plans based on safety and vaccinations, so there is really no agreeing here. All the ticket sales we already have are based on the existing policy, so there would be backlash both ways. AJ was in favor of not making changes.

George said the experts have already advised us that people coming to Fair will be exposed to COVID.

Jon S., to clarify his original question, said he was more interested in if the marketing messaging was being altered for the Fair. Kirsten confirmed we have the messaging of our policy, and that an altered marketing message was happening for sure. She thanked Alex Zabala, Office Assistant, for being a saint in replying to the phone calls, emails, and letters from people upset by the policy.

Sam agreed with AJ.

Treasurers' Report (*YouTube video 35:20*)

Linda gave thanks to all the coordinators for their diligence in managing their budgets. She wanted to point out a change with the management of food vouchers being that many crews are understaffed this year. Our traditional policy has been that no volunteer receives more than 32 vouchers, and food matches donated to the Jill Heiman fund come from the volunteers who donate them and not from undistributed food vouchers. We are asking for crews who distribute 85 percent or less of their vouchers to return the undistributed food vouchers to the Fair office by July 15, with a copy of the distributed food vouchers records. This will help us with better record keeping.

Hilary noted the importance for the record keeping and tracking the food vouchers is because our grant money is subject to a federal audit. In addition to those working on the ground to get ready for Fair, there are hundreds of others who are working with spreadsheets, finances, and paperwork. Coordinators are entrusted with hundreds of thousands of dollars coming in and going out, and they have been remarkable in their responsibility and record keeping. Hilary said this is an exceptional year and thanked all the coordinators who have helped to make us successful.

Committee and Working Group Reports (*YouTube video 41:55*)

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.

Food Committee: A mandatory meeting for food booth reps was held June 8. Kudos to the folks at the Unitarian Church for setting up space and equipment to do a hybrid in-person/online meeting. It was helpful to those food vendors who live hundreds of miles away. Thank you to all the coordinators and staff who were patient and kind in answering questions.

Thanks to Veggies On the Run working together with Kirsten in managing some challenges that were overcome, and Booth Registration for all their help with food booth reps.

Although we are down 30 percent in our number of food booths and carts, there are still going to be lots of options. Try some new food and let us support the attending food booths as best we can. Eat well, eat often, and enjoy!

Bylaws Committee: The last meeting was June 21 where we reviewed our progress on the comprehensive bylaws review. There will be no meeting in July, and we will meet again Tuesday, August 16, 2022, at 6 pm.

Old Business (YouTube video 45:00)

Sandra moved and AJ seconded to appoint Michael Hall to the Personnel Policies Committee.

Sandra noted Michael started as a strolling vendor in 1971 and has been performing with the Radar Angels. He has written policy manuals for businesses for most of his working career, is a manager trainer and troubleshooter for various companies, and has experience training and developing employees. He is a strong supporter of diversity and inclusiveness, and fights for living wages and benefits. His experiences include working as a therapeutic musician with dementia and Alzheimer's folks.

Paxton said Michael is a master video editor and camera person, and is a man of all these talents.

Jon S. asked if the committee was still entertaining other applicants and Sandra replied not at this time. Jon S. said he would vote against this appointment for the same reasons he voted against a committee appointment last month. He really thinks we need to be looking at developing a new generation of leadership, and this appointment does not do that. He hopes our VP of Membership and Volunteer Specialist can develop mechanisms to expand recruitment for committees to create a new generation of Fair leaders.

Motion passed: 7-1; Jon S. opposed; George and Lisa abstained.

AJ moved and Sandra seconded to direct the ED, following our 2022 event, to 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.

Ann said not all meetings are scheduled via the Fair Zoom account, so how would you handle that if it is someone's personal account?

AJ said part of the motion is directing the ED to figure that out and come up with a process, as they are not property of the organization.

Kirsten said another Zoom account has been created and they have been trying to get official committee meetings booked through the Fair accounts. It also allows us to have two meetings simultaneously, and Alex and Vanessa have been doing a great job helping get committee meetings scheduled and posted online.

Paxton said a similar motion already passed the Board about 15 years ago. There is a process on record to get recordings of the meetings, and maybe it needs updating.

Sam said when he voted in support of the policy to require all Board meetings be recorded, he did so on the basis that those recordings would be held confidentially by the organization and used in the resolution of disputes around contested matters of conduct in meetings. While Sam understands the impulse to make recordings public because it seems like an act that would enhance transparency, he thinks it might diminish transparency because of the potential for aspects of meetings to be taken out of context and reposted on social media. It would create additional conflicts in an environment where we are already in significant conflict. He does not support the motion.

AJ said this motion was brought forth because what we voted on said that all recordings would be held confidentially by the ED and president. It nullified the right of membership to request recordings and receive them. There needs to be a process to know who is requesting recordings so that if they do something nefarious with that recording it can be addressed. There is the option to make the recordings public to membership only with a secure website.

Lisa P. expressed if this motion passed it would have a chilling effect on membership participation, and minutes are what should be the official record of the committee meetings as that is best practice.

Sue said she has heard feedback from Food Committee members about the concerns Sam raised. To participate, the committee members want to speak freely and not feel constrained. This would slow down the work of the committees. We would need to know the process of how this motion would work before it can be voted on.

Lily asked why it was important to include Board meetings in the motion, since the YouTube recordings are already open to the public. Lily asked the Board if committee meeting minutes were sufficient, and maybe we just need a more robust effort in getting committees to submit their meeting minutes for posting on the .net site.

Sandra said there are high-interest committees who are not submitting minutes as directed by the Board. There can still be meeting documentation without confidential or privileged information in it about sensitive issues. We have the mechanism to do that, so that the work of committees can be shared with our organization and members.

Jon S. said this discussion should include the Recording Secretary, and he would like to see the Recording Secretary work with the Executive Director to create the system. He shares the same concerns Sam, Lisa, and Sue raised.

Jon S. said some of the concerns that people have shared at the Diversity Committee meetings would not have been shared if it had been recorded. People talk about their trauma and some things are difficult sharing. It has only been a few weeks since this motion was introduced, and most committees have not met to formulate anything about this motion. Jon S. is not in favor of a vote at this meeting.

Spirit said anything can be taken out of context, but as long as the full meeting is available it may actually serve to clarify when people do take things out of context. She has not witnessed recordings deterring folks from participating, as has been shown by the fact that Board meetings have been recorded for years. Most people forget they are being recorded, and a recording supports accountability.

Paxton has problems with the motion too, partly because of previous motions already made years ago. He suggested we go back and look at previous motions and how we can review our current processes, and then work on a motion. He suggested the motion be tabled.

AJ said there are certain committees who are not turning in their minutes. This is a problem. We would not need a motion for recordings if the committees would turn in their minutes. It is not fair to membership that some committees are not meeting the standard expectations. We already record open committee meetings, and to address the fear that someone does not want to say something because they think they are being recorded — this is America. It is an open meeting and you are responsible for your words. Maybe it is a good thing that someone will hold their tongue and not say something they shouldn't. Open meetings are open to anyone, so if the recording is there it is not appropriate to limit member access. AJ said the old policy Paxton referred to is now outdated with other more recent motions.

Paxton said all committees are required to provide minutes and a report at least twice a year, with the exception of some committees that only meet once a year. We need to emphasize and focus on what we already do, and should be doing.

Lily said regardless of the outcome of this motion passing, we can work on how to encourage, act, and enforce the collection of minutes from committees.

AJ suggested that if a committee does not turn in their minutes for two months, then a recording should be available to the membership. He offered to amend the motion.

Lily noted that the minutes and recordings of open Board meetings are available to everyone.

Spirit said we are talking about open committee meetings and we should not be keeping recordings confidential upon request. Rumors have swirled more by not allowing meetings to be heard. It allows people to control the narrative after the fact, rather than the facts of the meeting being available. Committees should be doing the work of the organization and they are not supposed to be self-serving.

Spirit has been at recent meetings where constructive criticism was brought during member input and it was taken as if the members were infiltrating their meeting. There is a real gap in understanding of the role of the Board committees within this organization. That is the crux of the issue.

Lisa ceded time to a member who said that some committees do not meet every month, so motion verbiage might consider stating two meetings instead.

Sam said he would vote no on any motion that requires recordings of committee meetings to be shared beyond the confidentiality agreed to when the Board passed the requirement that committee meetings be recorded. There are good reasons to keep them confidential.

Lisa is opposed to any iteration of this motion and proposed calling the vote.

Lisa moved and Lily seconded to determine if there would be further discussion or calling the vote.

Motion failed: 5-4; AJ, Paxton, Sandra, and Spirit opposed; Lily abstained.

AJ said he keeps hearing the word confidential and wants to clarify why an open meeting would be confidential to members. If it is an open meeting when it is happening, then it should be open later for our membership. There is a difference with a closed meeting with

more sensitive issues. We have committees which are not providing minutes in a timely manner, or at all. In order to table this motion, AJ suggested a monthly report at Board meetings that reflects where we are missing open meeting minutes.

AJ feels like Board members are protecting one committee based on one incident, and it is an open meeting. He would prefer a vote take place so the membership can see those who want to hide information.

Sam asked for a point of order, and said it is not appropriate for a Board member to assume the motives of other Board members' statements. Sam said he does not want to hide information and ask it is stricken from the record.

AJ said he is allowed to say his feelings. This has been a concerted effort by a few folks to protect a certain group of our membership and it is real. AJ wants the same respect Sam was given when calling out a point of order against another Board member at a meeting. This meeting is open and membership will see exactly how each member votes on this matter.

Paxton said we need to be more unified.

Paxton moved and Sue seconded to table the motion.

Motion failed: 4-4; AJ, Jon S., Lisa P., and Sandra opposed; Lily and Spirit abstained.

Sue said we have used minutes for decades. If there is one committee that is not doing that on a regular basis then they should be talked to about it, rather than using this motion.

Jon S. said he believes AJ is referring to the Diversity Committee, and Jon S. made an apology at the last committee meeting of minutes not being ready to review due to his brother's passing in May. He is angry that AJ heard that at that meeting, and then AJ would now assume Jon's motives.

AJ asked for a point of order, and asked for the same request that Sam made of him to be made of Jon for fairness all around. AJ said he never mentioned Jon's name, and we should not be attacking somebody's character.

Sam asked to clarify what he said earlier. Sam said assuming motive. AJ suggested Sam's motive in voting against the motion was to hide information, but Sam clarified that he also spoke about his motives at the last committee meeting where AJ was also present.

Jon S. said he will complete minutes for the Diversity Committee's review at their next meeting. He expects them to be approved and sent.

Sandra said the Diversity Committee has not delivered meeting minutes since October 2021, and there have been reminders. There is a lot of interest in what is happening at this time, and people have the right to know what is going on. This is an honest effort to try to deliver information to the membership. The recordings are reasonable access if the minutes are not getting done.

AJ said there is more than one committee not turning in minutes at all, but because of what has happened with the Diversity Committee then of course membership is engaged. Minutes should be provided in a reasonable amount of time.

Lily asked AJ to clarify what committees were not turning in minutes to make the motion more targeted and explicit.

Spirit agreed with Sandra, and said she had requested the minutes of the Diversity Committee in open board meetings before the last election.

AJ said the motion applies to all committees, because everybody should be held to the same standard.

AJ moved and Sandra seconded to direct the ED, following our 2022 event, to 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.

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

Jon S. moved Lisa P. moved to request the 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.

LT suggested in the formulation and development of this policy, that other impacts of not only COVID absence in 2022 but also the two missing pandemic years on matters such as Elder eligibility and other persons it would affect.

Ann agreed with LT, and as far as Elder and other eligibility, this is really important. People are constantly changing their minds in regard to attendance, to this day.

Hilary said we need to refresh ourselves about the previous motions about the leave of absence we have had with COVID. The motion about membership is unique and needs to be solved, but is unclear about what a motion for Elders would be. She believes we should address consequences for people who call the Board Nazis for making policy decisions. Hilary agrees the Virtual Fairs should count and there was an option to participate, and thinks there should be a universal motion and keep it about membership.

Jon S. said he prefers to keep it through membership also because that is what is in the bylaws. Elders is a policy and the Board can address that at any time. The Elders Committee could take initiative on their own to discuss this because it will be a question to face, and seek clarification from the Board.

Sandra said we have talked about how to deal with COVID and maintain people's membership, but is not sure there needs to be a bylaw amendment. Bylaws are broad reaching, and then it takes policies to implement the bylaws. We do need to be clear about how to implement the variances, but it should not be at the bylaw level.

Sam said it would be good to review the bylaws because membership status is established in the bylaws, and we may have to implement a different policy so it would be good to make sure and it will be reported back to the Board. Sam said this is tricky because we have brought some folks in on a one year only basis during 2022, and the questions of spaces and spots available in following years is going to come up. We need to look at both sides of this.

Sue said absences for craft and food booths are in the OCF Guidelines.

Lily asked for clarification on what a COVID absence was being that there are different reasons for not being able to attend, and if this was just about membership, Elders, and booth space or as far-reaching as leadership roles.

Jon S. said it was specifically for membership status, as membership status is defined by whether you get a pass.

AJ said we have been doing a lot of bylaw stuff lately, and he is opposed to this motion because he does not think it is parsed out enough for a vote. He would like more information for the questions being asked.

Jon S. said what we have told people is that if you take the year off because of COVID then you can have your food booth space back. The records other people and crews are keeping as to the reasons why someone is not coming to Fair this year is unknown to him. The intent of the motion is that if someone took the year off because of COVID, it will not impact their membership status because they will not have a pass. Membership status is determined whether you have a pass in any one of the three years previous. The intent of the bylaw amendment is to consider if a governmental agency says you cannot have the Fair, then that year does not count for its membership status. We do not want to keep having to come back to the Board when something like that happens, so we could suspend language and have a clause. Appointing this to the Membership Secretary and Bylaws Committee is the most appropriate way to get that.

Lisa P. said this motion simply sends questions to the Bylaws Committee which is the appropriate committee. This motion is not passing a policy.

Sam said one of the reasons several bylaw amendments have come before the Board is because of the committee delegation to do a comprehensive review, and it is ongoing with some timely matters that have been addressed.

Spirit does not support the motion and feels it is unnecessary.

Jon S. said he hopes the motion passes so the Bylaws Committee can come back to the Board at the September meeting, and have the matter settled before the next Board election so we do not have anybody's eligibility to participate in question.

AJ said it was not clear to him what the question was specifically, and wants to know more before he votes.

AJ moved Sandra seconded to table the motion.

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

Sandra said the Board already made the decision that the COVID years do not count against people in terms of their membership. Food booths are not losing their space and crew leaders are entitled to back regardless of what decision they make about COVID. It is in the Guidelines.

Lisa P. said what the Board decided affects participation in the Fair for booth people and volunteers as noted in the Guidelines, but voting membership is a different thing in the Bylaws.

Sue said what is in the Guidelines about leaves of absence for the food and craft booths because she did not want to see them lose if they could not attend this year's Fair.

Hilary said there has not been a formal Board motion saying that people who step aside are guaranteed their spot when they come back. There has been a lot of sentiment, but that is a really important priority to make. There has been a lot of commitment by staff, the Board, and coordinators.

Sam asked if there was a mechanism by which we verify members' ongoing participation in Fair with the membership lists during the elections. We can and do verify if people have voted each year, but not ongoing participation. At this point, the Membership Secretary has no access to that information.

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

New Business (*YouTube video 1:43:50*)

AJ: Direct all committees to submit their meeting minutes within 30 days of a meeting, or the ED can release the video recording of the meeting to membership.

Sandra: Appoint George Braddock to the Fixed Assets Committee.

President's Peace (*YouTube video 1:47:55*)

Lily heard that Ram Das once asked someone, "What magic are you making?" Lily encourages us to take the magic with us wherever we go. We are making magic with the hurdles we have overcome after three years of not being here. Thank you to the brand new staff who are supporting us through this transition. We have an incredible group of volunteers who are building our fairy land in the woods. We have entertainers and artists who will perform and create for us magic that we can take with us. Let this opportunity recharge us until our next event.

Meeting Evaluation (*YouTube video 1:50:00*)

LT thought the meeting went well, but wanted to remind the Board what points of order are. They have to do with formalizing the fundamental rules of civility, and that we think about the kind of distinguished disagreements about subject matter, policy, or the facts of some questions of individual character. LT expressed alarm at the idea that the ugly but timeless Fair tradition of calling people in authority Nazis would become a reason to penalize them. It may be inappropriate hyperbole but there is a difference between poorly thought-out comments of the membership and comments made by directors at Board meetings.

Hilary said she takes exception to the idea that thanking staff and congratulating them is a personnel issue that is confidential and not to be spoken at a public meeting.

AJ said it is not lost on him that folks who have supported staff in the past have now changed their thoughts and are going about things differently.

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.

Reparations Motion:

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.

Hybrid meeting support for committees.

Direct all committees to submit their meeting minutes within 30 days of a meeting, or the ED can release the video recording of the meeting to membership.

Appoint George Braddock to the Fixed Assets Committee.