

FAIR FAMILY NEWS

OREGON COUNTRY FAIR ☯ ONE CREATIVE FAMILY

VOLUME 30 ISSUE 3 AUGUST 2022



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Photo © 2022 Suzi Prozanski

Colorful reflections off the Rabbit Hole roof create a magical aura as Fair grandkid Emmalee stands inside a bubble at Tom Noddy's Sunday show at the 2022 Fair.



FAIR FAMILY CALENDAR

AUGUST

- 21 Fair Evaluation Meeting, 11 am, Alice's Fire Pit
- 21 Teddy Bears' Picnic, 2 pm – Dusk
- 21 Board Candidate Statements due

SEPTEMBER

- 12 Board of Directors Meeting, 7pm
- 14 Fair Family News Deadline
- 15 Voting Membership Deadline

OCTOBER

- 2 Candidates Forum, 4 pm, online
- 3 Board of Directors Meeting, 7 pm
- 5 Fair Family News Deadline
- 15 Annual Membership Meeting
- 22 Board Election Ballots due, 8 pm
- 23 Board Election Ballots counted

For additional events see:

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

WASH HANDS IN SOAP AND WATER!

KEEP IN TOUCH

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

FFN@OREGONCOUNTRYFAIR.ORG

INFO@OREGONCOUNTRYFAIR.ORG

OREGONCOUNTRYFAIR.ORG (EVENT INFO)

OREGONCOUNTRYFAIR.NET (BUSINESS SITE)



*Happy
Birthday
Virgos!*



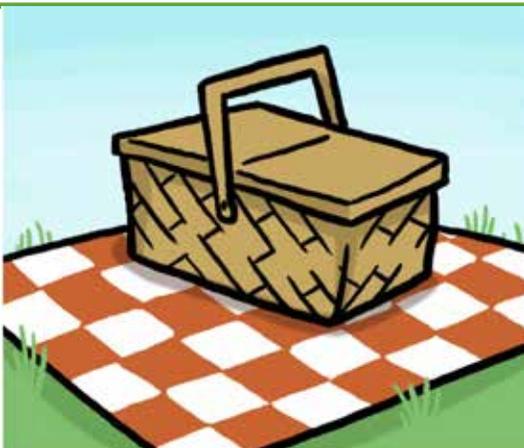
Here's a shout out to all our great Fair family members! Every one of you deserves recognition for your hard work for the Fair!

Get on the FFN and/or Voting Membership List

Tell us your name; your email address to be notified of the online version of the newsletter; your crew or booth number; name of your leader or booth rep; name of person who can verify your participation, and your mailing address if applying for membership.

Mail to: OCF, Membership/Mailing,
442 Lawrence Street, Eugene, 97401.

Or Email to: info@oregoncountryfair.org



FFN PICNIC BOX

Michael "Fried Chicken" Ottenhausen
Mary "Deviled Eggs" Doyon
Suzi "Peach Pie" Prozanski
Daniel "Sweet Corn" Cohn
Brad "Sliced Tomatoes" Lerch
Niki "Apple" Harris
norma "potato salad" sax
Kim "Cole Slaw" Griggs
Vanessa "Hot Dogs" Roy

OCF Board Election 2022 Timeline

submitted by Stephen Diercouff, Membership Secretary

BOARD
ELECTION

This year will be the second and final year of our transition to electing members of the Oregon Country Fair Board Directors to staggered terms of three years. We will be electing six Directors this year — four for three-year terms and two for one-year terms. Starting next year, we will be electing four Directors each year for three-year terms.

The Election Committee will mail a ballot to all registered voters in early/mid-September. This will also serve as notice for the Annual Meeting. The voter

pamphlet will be published on our member website at <https://oregoncountryfair.net/board-elections/> when the ballots are mailed, to reduce printing and mailing expenses and paper waste. Contact elections@oregoncountryfair.org if you need a paper copy of the voter pamphlet.

You may email elections@oregoncountryfair.org to check on your membership status (before September 15) or to update your address.

Aug 21

Candidate Statements

- August 21, 2022, 8 pm PDT — Deadline to submit Candidate Statements for publication in the voter pamphlet and voter info section in the Fair Family News. (Please see OCF Board Candidate Eligibility & Application Info on the elections page on the .net site.)

Sep 15

End of Voting Sign-up

- September 15, 2022, 8 pm PDT— Last day to sign up as a Voting Member to vote in 2022 the election. (See Voting Member Eligibility and Responsibilities on the elections page on the .net site.)

Oct 2

Candidate Forum

- October 2, 2022, 4 pm— Candidate Forum, online. Send your questions for candidates to gotv@oregoncountryfair.org

Sep 30

Verify

- September 30, 2022 — If you haven't received your ballot by this date, we may not have your correct address or you may not be on the voting member list. Contact elections@oregoncountryfair.org as soon as possible to check on your ballot.

Oct 15

Annual Membership Meeting

- October 15, 2022, 6:30 pm — Annual Membership Meeting. The agenda will include the State of the Peach, the Treasurers' report, and Board candidate statements.

Oct 22

Ballots due by 8 pm

- October 22, 2022 - BALLOTS ARE DUE BY 8 PM at the Fair office, 442 Lawrence St., Eugene, OR, 97401. Ballots received after this time will not be counted.

Oct 23

Ballots counted

- October 23, 2022 — Ballots will be counted, with results posted upon completion.

Submit candidate statements and member registration forms to: elections@oregoncountryfair.org (scan and email) or mail to the Fair office, c/o Election 2022, 442 Lawrence St., Eugene OR 97401.

Voting Member Eligibility and Responsibilities

If you wish to vote in the OCF Board of Directors 2022 elections, you must already be a registered member or meet the member eligibility requirements in Article V, Section 2 of our Bylaws (<https://oregoncountryfair.net/wp-content/uploads/2022/02/OCF-Bylaws-Amended-1.3.2022.pdf>) and submit a membership form by September 15, 2022.

Your member responsibilities include keeping the Fair informed of your current contact information, and voting in person at the Annual Meeting or submitting your ballot to the OCF office by the deadline. You need to continue to meet the participation requirements and vote at least once every three years to remain on the voting list.

The Election Committee will mail a ballot to all registered voters in early/mid-September. This will also serve as notice of the 2022 Annual Membership Meeting. The voter pamphlet will be found at <https://oregoncountryfair.net/board-elections/> when the ballots are mailed. To conserve printing and mailing costs, we are not sending printed copies of the voter pamphlet. If you are unable to access it online you may contact elections@oregoncountryfair.org via email or leave a

MEMBERSHIP APPLICATION

message at the Fair office 541-343-4298 to arrange to pick up a printed copy or have it mailed to you.

Link to membership application:
<https://oregoncountryfair.net/elections/membership-application.pdf>

You may submit member registration forms to elections@oregoncountryfair.org (scan and email) or by postal mail to the Fair office, 442 Lawrence St., Eugene, OR, 97401.

You may email elections@oregoncountryfair.org to check your membership status (before September 15), update your address, or request a replacement ballot if you have not received yours by September 30.

- Be sure to include your name and current contact info (mailing address for your ballot, phone number, and email address).
- Each individual must request their own ballot. Please do not request ballots for family members, partners, or friends.
- Ballots are not available at the Fair office unless pickup arrangements are made with elections@oregoncountryfair.org.

Random Poems about the 2022 OCF

by Shasta Hatter, Elder (formerly Admissions)

Sam's hair is whiter
his wit is still the same
the teenagers are taller
still quick to help unload
trees have taken tent sites
we all still fit in
three years drop away
as we arrive at the Fair

careful placement
to balance the cart
a young man lifts
the bar in service
to his elders

mosquitoes feast
on unfamiliar bodies
three year famine ends

growing a calm space for
BIPOC and Rainbow folks
a need to bring together
after decades apart

tall grass
along the stone path
OCF Airlines boarding.

The Annual Teddy Bears' Picnic

Fair Family is cordially invited to attend The Annual Teddy Bears' Picnic on Sunday, August 21, starting at 2 pm until dusk.

This year will be a little different.

We won't have our usual chicken and veggie burgers served alongside potluck dishes. Instead, we are asking everyone to **Bring Your Own Picnic**, including food, plates, cups and utensils. Please bring your own chairs or blankets. Cold drinks and snacks will be provided.

The **Higher Love Band** takes the stage from 4 pm-6 pm.



This year will be a little different. **BYO.**

Fair Evaluation Meeting
August 21st, 2022
11am-2pm
Alice's Fire Pit

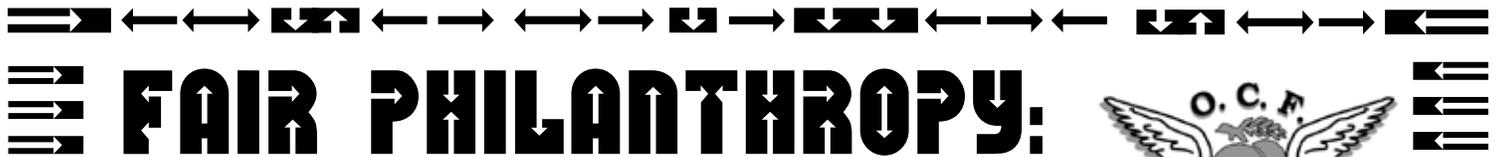
Camping on site Saturday night is allowed; however, fires are not.

All attendees will go through a vaccination check with Greeters, and wristbands will be given.

General parking on Sunday is in SCOF Lot, and 4A parking is by the Ritz.

We will dance, play games, hide teddy bears and cool off with a good old-fashioned squirt gun battle in Chela Mela Meadow.

The Ritz will be open on Saturday and Sunday for a lovely soak, sprinkle and steam.



Jill Heiman Vision Fund to Donate \$23,000 to Area Nonprofits



submitted by the Jill Heiman Vision Fund committee

Donors to this year's Jill Heiman Vision Fund gave \$7,772 in food vouchers and cash donations at the 2022 Oregon Country Fair. With the Board's generous two-to-one match, that means we will donate more than \$23,300 to four organizations that help meet the basic needs of the most vulnerable folks in our community:

Mid Lane Cares will put the donations into the Emergency Assistance program serving vulnerable residents in the Fern Ridge area. The Emergency Fund provides help with rent and utility bills to prevent homelessness, bus passes for access to services, and other emergency needs.

Looking Glass will finance some renovations of a new home in the Rural Program in Cottage Grove. The rural program currently operates out of a small, rented facility. The new home will allow Looking Glass to expand their services to at-risk youth between the

ages of 11 and 21 throughout Southeast Lane County, including Saginaw, Dorena, Culp Creek, Creswell, and Cottage Grove.

Hope & Safety Alliance (formerly WomenSpace) will install a new roof on Jamie's House, a new emergency shelter that can house up to 22 individuals.

Community Supported Shelters will purchase basic essentials to help clients get through the winter, including warm clothing, cough drops, tissues, prescriptions, warm food, and sleeping bags.

Thanks to the generosity of our many donors, the fund has donated more than \$584,000 since 1996.

The committee thanks all of our supporters: Fair crew volunteers, food and craft booth folks, Fairgoers, and the Fair Board. One food voucher and one dollar at a time, together we are making a difference in our community!



Fair Thee Well: Li Bette Derkland

by Adrienne Krefft

With heavy hearts, we announce the passing on June 29, 2022, of longtime Country Fair Elder Bette “Li Bette” Charlene Derkland. She was 79 years old. Her journey was peaceful, surrounded by family, and we are forever grateful to those who were able to help ease her passing.

Some may remember her from her early years at Puyallup High School in Washington, or when she was one of the few women pursuing an advanced degree in the early 1960s. She had a smart wit and recognized intelligence, studying Educational Psychology at Central Washington University.

She was later recruited by the University of Wisconsin Madison for graduate school, though changed course when she was discussing employment opportunities with her guidance counselor and the only question asked was “Can you type?” Of no surprise to those who knew her, Li Bette had no interest in being a highly educated woman whose expected path was to be a secretary. While working with the Oregon State System of Higher Education—with only five other women in the organization—she threw her hands up after she was asked not to return until she could master the art of walking in heels. Li Bette never put on a high-heeled shoe again.

And so she began a different course altogether. After traveling to California and connecting with many along the way, Li Bette made her way back to the Pacific Northwest and has been in Oregon ever since. It is here that she began a deeper spiritual journey and began



creating flower essences. From traveling through Belize, Guatemala, and Mexico, to being invited inside the Mayan temples, she touched the lives of many in profound ways and made thousands of essences.

Li Bette was a guide for people learning how to hone the power of the universe to heal. Many of the Fair family will remember her from her work in recent years, teaching courses and spending her waking hours dedicated to talking to people around the world to help them overcome grief, illness, or injury. But she always found time to listen to us—and to dance! There are so many stories of Li Bette through the years—she was never the loudest voice, but the warmest and most peaceful presence.

She was an extraordinary woman who unquestionably loved her family. And it’s a large family of six children including Brad (passed away in 2019), Justine, Odessa, Grace, Liam and Osun; seven grandchildren; and two great-grandchildren who she was overjoyed to welcome to the world. Her brother, William Derkland, was her best friend and confidant and they are now reunited, no doubt laughing together again.

Friends are welcome to share in her celebration of life in October, which would have been her 80th birthday month. We will gather to remember the woman who blessed our lives with so much compassion and joy. For more information, email adriennekrefft@gmail.com.

Angels walk among us. Li Bette joins them to continue to guide us with her everlasting presence in our lives.

Fair Thee Well: Tom Hambleton

Tom Hambleton, co-founder of Risk of Change, and the creator of the iconic giant puppet Odo, died on Sunday, July 10, 2022, surrounded by loving friends.

Along with an assortment of queer hippies at the Fair, Tom helped create Risk of Change, the Mask and Giant Puppet Troupe, in 1984. The troupe has been creating kaleidoscopic, absurd, and entertaining scenes for Fairgoers for nearly 40 years, with over-the-top costumes, masks and giant puppets. Tom was instrumental in Risk of Change's relocation from Gypsy Stage to its current home hosted by Energy Park.



In 1988, Tom created Odo, the celebrated and joyful giant puppet. Odo is famous for his bright yellow head and hundreds of rainbow-colored streamers that fly through the air as he dances through the Eight. Odo has been featured in dozens of publications, posters and even an OCF camping pass. He has been a fixture of the Midnight Show for decades, dancing center stage each year as the Marching Band arrives. While many have brought Odo to life through the decades, no one made Odo dance like Tom could. His wild spinning dances were ecstatic and legendary!

Tom was born in New Hampshire in 1949, and after a few bounces between East and West Coasts, eventually

settled in Portland in the early 1980s. Outside of the Fair, Tom was a master trim carpenter and cabinetmaker. He was an avid gardener and kayaker. He was also re-nowned for his key role in producing a long series of epic Halloween parties with elaborate immersive themes.

He was diagnosed with an aortic aneurysm in late June. Tom was adamantly clear that he wished to be at home for whatever time he had left. Supported by loving friends, he died peacefully at home on a sunny Sunday.

Tom is survived by Odo and his many friends who will continue to dance through the Fair, keeping Tom's spirit and love alive. We will treasure forever Tom's time with us—his creativity, his enthusiasm, his smiles, his generosity, his unfiltered opinions, his embellished stories, his tenderness, his prickliness, his realness. He was a most fantastic fellow, and he'll be missed fiercely.

A Celebration of Tom will happen August 14 in Portland. If you'd like to attend or send a memory story, contact Glen at fremont64@icloud.com or 503-396-8343.



Odo (left) with puppets Rastafaerie and Fatima in 1987. When not worn, the puppets lived on stands in Energy Park.

Photo © 1987 Jeanne Sharpy



Fair Thee Well: Bruce Richardson

Bruce Richardson of Bandon and Eugene, Oregon, passed away Thursday, July 21, 2022, due to complications of cancer. He is survived by his loving partner, Sharon Martin of Eugene; son, Lucas (JoAnn) of Colorado, granddaughter Jade; and two sisters, Lois (Lowell) Murdock and Karen (Guy) Amidon of Idaho; special friend, Yemaya Wind; and his wonderful friends from Bandon and family at the Oregon Country Fair.

He was born in Kellogg, Idaho, on February 5, 1948. Bruce was a skilled carpenter and woodworker as well as a gifted gardener, nurturing and growing a wide variety of plants. As a young man he served his country by joining the Navy and served for four years. He later served his commu-



nity as a volunteer fireman. He loved outings with his family, including water skiing, fishing, camping and family dinners. He also loved competitive games of chess, dominos, cribbage, cards and especially disc golf with his friends. He was active with the Oregon Country Fair, doing Security and later as a Country Fair Elder serving as a camp host.

He was a kind, gentle and loving man who will be greatly missed. A memorial will be held on September 17, 2022, in Bandon, Oregon. Please contact his son Lucas at l.richardson80424@gmail.com or his wife JoAnn at lucas_joann7@msn.com if you would like to attend. It will be a

potluck style event, so bring your favorite dish and any photos/videos you would like to share.



On a Sad Note

Toby Alves, founder of Toby's Tofu Palace, passed away from metastatic breast cancer on July 4, 2022. She was surrounded by her children and grandchildren, and bouquets of beautiful flowers. A full Fair Thee Well honoring Toby will be published in the September issue of Fair Family News.

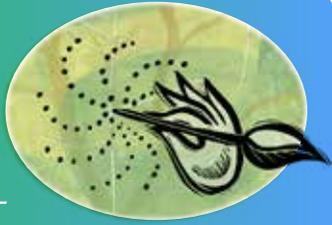


FAMILY LETTERS

This newsletter is for the Oregon Country Fair Family and all material is volunteered from the membership.

Opinions expressed here are those of the authors and do not necessarily reflect the policies of the Fair or the FFN.

Letters must be limited to 300 words. They will be edited for length and clarity. Please include name, Fair Affiliation and a method of communication (i.e. phone number or e-mail).



Fair Family News Editorial Policy

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

Natural Burials

I'd like the option of having my mortal remains placed in a biodegradable bag and buried on OCF property. I've checked around and found some people who agree with me, some who are interested in the idea but would like details, and others who basically said, "Ick, no way!"

Cremation is preferred by many, but it's expensive when compared to not cremating, and it contributes to global warming. Natural burials are the ecological way to go!

Of course, there are many concerns. A permit for on-site burials can be obtained from the county. The floodplain can't be used, but much of the Fair is above the floodplain, including the areas around Alice's and the Winery.

Other logistics can be worked through at a later date. Right now I'm just asking the Fair Family to consider the idea of spending eternity fertilizing a fern or small shrub.

I'd like some feedback, whether you're pro, con or ambivalent. You can say whatever you're feeling: for, against, neutral, not for you but OK for others, would like more information, you can make suggestions regarding details, or you can say "Ick, no way!"

Send feedback to scole2323@gmail.com
Stephen Cole
OCF Navy





Recently Unclassified
Material

We accept UnClassifieds up to 30 words for \$5 each, per issue. Send listing with \$5 to O.C.F.-F.F.N. 442 Lawrence St. Eugene, OR 97401. For questions, information about display underwriting and to submit listings, Email: ffnunderwriting@gmail.com



LOSE SOMETHING AT THE FAIR?
Please email lostandfound@oregoncountryfair.org Give a detailed description of your lost item as well as your contact information If we have it, we will be sure to return it to you.

Now on sale!
Brigadoon of the Sixties
Another epic slice
of Fair history from
Suzi Prozanski



Buy yours at:
Tsunami, Kalapuya, Black Sun or J. Michael's Books & www.suzipro.com

DODECA ART FARM

Creating and enhancing



- 501(c)3 nonprofit
- community farm
- vegetarian
- art collective
- sober sanctuary
- moon worshipping
- season celebrating
- ritual transformations
- OCF Art Barn support

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Accessible Showers & Saunas

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WOW HALL

8th & Lincoln

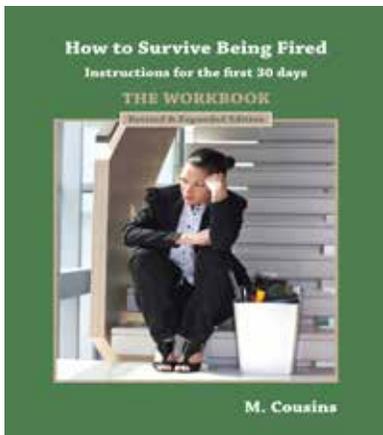
All Ages 687-2746

8/20 - The Deans Farewell show w/ The Deans, Common Koi, Marigold, Colatura, Grasp & Solution Honey
8/23 - AJJ and WHY?
8/31 - Ohgeesy w/ DJ Vision & Young HI Slim
9/3 - Living Loving Led - A Led Zeppelin Tribute
9/4 - Shellac and Shannon Wright
9/6 - Amigo the Devil with Katacombs
9/16 - Of Montreal
9/17 - David Ramirez
9/20 - Sean Hayes





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OPEN TUES - SAT 11-6PM
A COMMUNITY ARTS COLLECTIVE @THEEMPORIUMVENETA
Eugene 2021 THE EMPORIUM VENETA BEST GIFT SHOP 2020 & 2021!



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

92.7 FM KOCF
Donate your drink containers to KOCF via BottleDrop!
Stream @ kocf.org



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TaxguyCraig@gmail.com





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](https://www.youtube.com/watch?v=Fo2giwPmyvc)

(subject to approval by the Board
at the August 1, 2022, Board meet-
ing)

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**

~ 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**

~ We are pacing 13 percent behind in revenue compared to June 21, 2019

~ I will give real-time ticket sales numbers at the coordinator meeting

- **Administration**

~ Guidelines are scheduled to be delivered the week of June 27

- **Site**

~ The weather is improving and the site is drying out

~ Contingency planning is underway

- > If the lots aren't dry enough, we will relocate the reefers, camping and parking

- **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 Crews:

- > Construction

- > Pre-Fair Kitchen

- > QuarterMaster

- > Greeters

- > JYD

- > Water Crew

- > IT

- > Communications

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

~ 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**

~ 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.

~ TicketsWest

~ Motorpool

~ BUMs Meetings

~ Veneta Chamber of Commerce

~ Mandatory Food Booth Meeting

~ Lane County Fire Authority

~ City of Veneta

~ KRVM Interview

~ Veggies on the Run

~ Lane County Environmental Health

~ Human Intervention Training

- **Contracts and Permits**

~ Temporary Campground Permits – pending

~ Outdoor Assembly Permit - pending

~ ODOT permit – approved

~ 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 Zabalá, 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 ap-

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 ex-

actly 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 re-

ally 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 Guide-

lines.

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: 3-7; 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 mecha-

nism 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 distin-

guished 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 occu-

pied 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.



BOARD OF DIRECTORS MEETING

AUGUST 1, 2022 7 pm

Zoom remote online and live streamed on YouTube

YouTube recording link:

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

(subject to approval by the Board at the September 12, 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: Alexis Maddock (Volunteer Support Specialist), Kirsten Bolton (Executive Director), and Mark Malaska (Assistant Manager), Norma Sax (Office Manager), and Sierra McComas (Site and Facilities Manager).

Announcements (YouTube video 12:40)

Lily said the Board met in a closed session on July 21 and July 31 to discuss personnel matters. No decisions were made at those meetings.

Minutes Review (YouTube video 13:10)

Sam moved and Sandra seconded to approve the June 26, 2022, Board meeting minutes.

Motion passed: 9-0; Spirit abstained.

Agenda Review & New Business (YouTube video 14:40)

Jon S. thanked everyone who gave him constructive comments and feedback concerning the reparations motion. Jon S. withdrew the motion, and will rework and reintroduce it at a later time. As the second to the motion, Sue agreed.

Lily tabled the data management policy.

The following motions were added to New Business:

In collaboration with the Executive Director and Board President, the Board moves to donate \$5,000 from the community outreach line item to sponsor the Black Cultural Festival in Eugene at Alton Baker Park on August 20, 2022.

Move that the Personnel Policy Committee work with the ED to update the Personnel Time Off (PTO) Policy in the Employee Manual to be in compliance with new Oregon Law.

Move to establish an ad hoc work group of Board treasurers and budget committee liaisons to recommend a standardized policy for trade pass allocation to former GMs and staff.

Pineros Y Campesinos Unidos del Noroeste (PCUN) sponsorship.

Appoint Michael Schulze to the

Elections Committee.

AJ moved and Lily seconded to move the Black Cultural Festival sponsorship from New Business to Old Business.

AJ said this is a timely motion due to the date of the festival.

Sam asked to clarify the budget category for the community outreach line item, and wondered if a motion was necessary.

Lily said this motion clarifies directing the ED to spend money from the General Manager budget.

Motion passed: 10-0.

Member Input
(*YouTube video 23:45*)

Jain asked about the date and time of the Annual Fair Evaluation Meeting.

Note, the Fair Evaluation Meeting will be onsite at Alice's firepit on Sunday August 21, 2022, from 11 am to 2 pm.

Grumpy asked how much was budgeted in the community outreach line item, regarding AJ's motion for Black Cultural Festival sponsorship.

Kimmo said we are capable of having hybrid meetings that are in-person and online at the same time. The June 26 Board meeting recording was not ideal due to being outdoors with noise issues. Kimmo asked the Board to reconsider having outdoor Board meetings.

April Hall submitted the following statement:

I am a booth rep for Patti's Pies. I am very disappointed that my booth was not able to participate in the 2022 Oregon Country Fair due to the "unfair like" vaccination policy. I had every intention of attending during the public hours as a ticket holder but illness (not COVID) prevented me from doing so. I would really like to get my feet on the grounds this year as it has been my home for 35 of

my 40+ years on this planet.

I was able to visit the grounds in both 2020 and 2021 but have not been onsite since the vaccination policy went into effect on January 1, 2022. I'd really like to be able to attend the Teddy Bears' Picnic and see some family. I'd also like to know sooner rather than later what the 2023 fair vaccination policy will be as several booth members had adverse reactions to COVID shots and are not willing to get a second dose or a booster.

Others practice natural and holistic medicine and haven't received a COVID vaccination at all. Please rescind the 2022 Vaccination Policy now that the major event is over as we now know that the vaccine does not do anything to prevent the spread of COVID but simply "might" provide some kind of benefit to the recipient ONLY.

Ed said he is worried about rumors spreading regarding how the Board has or has not reacted to the actions of the Diversity Committee this past year. The Board voted to have an investigation and now some Board members are saying it is not going to happen. We are hearing the Diversity Committee wants to censor written and verbal speech, and have a star chamber with absolute power to banish people from the Fair. How far can these rumors go?

Ed said he knows the Board is concerned about ending bullying at the Fair. He implored the Board to release the video recordings of recent Diversity Committee meetings, to put to rest these pernicious rumors that hang over the group. Truth is the only real answer to rumor and innuendo. We need transparency, not locked doors.

Jon P. encourages all motions to be printed in the Fair Family News, or at least on the website where people do not have to hunt for them, especially bylaws revisions. Bylaws

revisions should not only be posted, but advertised. It is important that membership knows the exact wording of a proposal.

Martha wanted to express what a terrific Fair we had this year! The vendors had record-breaking sales and the weather was wonderful.

Sam wanted to remind us that what is said in member input is not always true and factual. He gave an example of COVID19 and input given about vaccinations or other medical information.

Sue said we had a lot of challenges this year with the weather and crew sizes, but she was in awe of how all the volunteers stepped up to make it happen. She acknowledged Recycling and Sanitation Crews, and everyone who wore a staff wristband and participated. Thank you!

LT said the first time he saw the Dali Lama, at the end his talk the Dali Lama suggested to try and keep the good feeling going throughout the rest of your life, or at least one more day. LT invited us to carry the good feeling of the Fair as far as we can.

LT addressed the input about rumors and paraphrased Groucho Marx, "love flies out the door when rumors come innuendo."

Spirit agreed it was a wonderful Fair, and said we set a new standard of what best Fair ever means. She echoed Sue's thanks to the crews and volunteers who worked so hard. We could not have done this without Pre-Fair crews stepping up. Thank you to all who did their best with what we had, including entertainment, booth people, and the Ritz Sauna. Let us not forget Quarter Master, Decon Crew, and post-Fair crews. Spirit hopes we can be more inclusive next year so all the family can be together.

Norma said it was one of the most challenging years she can remember, and everyone stepped up to the

plate. Thank you so much everyone!

Paxton said this year's Fair brought back memories from 1997 when we suddenly had many fewer people on the paths, and we loved it. He appreciates the density we achieved, and he created a time lapse showing the difference in the traffic pattern of people who attended. Paxton gave thanks and said it was a great Fair!

Staff Report

(YouTube video 38:00)

Executive Director Report from Kirsten:

- **We received a Business Oregon grant in the amount of \$224,850**

- ~ This is the State of Oregon's version of the Shuttered Venue Operators Grant

- ~ There is no time frame in which we must use it and for operational expenses

- ~ No audit required, but they can review our expenses to make sure we use it appropriately

- **2022 Event**

- ~ We sold 30,000 tickets

- > Saturday sold out first, then Friday, then Sunday

- > Holding the limit on Saturday drove ticket sales on Friday and Sunday

- > Lots of feedback that art/craft and food vendors did very well

- ~ Operational feedback from Coordinators about their successes and challenges has been requested.

- > This is not designed to replace general feedback and we are encouraging them to complete the feedback form as well

- > This is designed to identify Coordinators' specific needs

- ~ Weather was a challenge in June

- > Spent \$13k to silage the fields

- > Built a new reefer dock due to wetness of Miss Piggy's

- > Purchased more hay than usual because we didn't have it from

our fields

- > Pre-Fair went well even with the rainy weather

- > 2023 event dates should take this year into consideration.

I was told that we push the dates when July 4th falls on a Tuesday. Now I am being told it is Wednesday. Either way we should consider moving the dates to July 14-16 to avoid the expenses that occurred due to weather this year

- ~ Temporary campground permits were approved

- ~ We were required to apply for an Outdoor Assembly permit for Farside this year

- > This was never finalized because they informed us only three weeks out from the event

- > This is something we will need to accomplish next year

- > They asked about the bridge to Farside, so we will probably have that permitted as well

- ~ Equipment rental shortages and supply chain issues were abundant

- ~ A big Thank You to all the volunteers who made it happen. We had extraordinary challenges this year and everyone who participated rose to the challenge and made it a success!

- **Staff**

- ~ I have hired Norma Sax as our Office Manager

- > We are so happy to have such a knowledgeable and talented member rejoining the team

- **Administration**

- ~ We will begin our 2021 tax filling in August

- ~ We are moving QuickBooks onto the network for multi-user mode and for regular back-ups

- ~ Will be working on reconciling QBs back to January 2022 to provide the Board with up-to-date

financials

- **Upcoming Projects**

- ~ Website redesign

- > .net

- > .org

- > KOCF

- ~ Member Database

- ~ Volunteer Manual

- ~ Installing Durables Dishwasher

- ~ Interior painting and flooring of Dug's Green

- **Upcoming Events onsite**

- ~ All events still require vaccine verification and wristbands will be issued

- > 2022 Fair Evaluation Meeting onsite

(Update: This has been changed to Sunday, August 21, at 11 am)

- > Teddy Bear Picnic, Sunday, August 21, 2 pm-Dusk

- > Oregon Country Fair Cross Country Invitational, Friday and Saturday, October 14 & 15 (Elmira High School Cross Country team)

Norma said she is excited to be back and part of a great team! One of the big reasons we had such a successful Fair is because we had a team of hard-working, dedicated staff.

Grumpy asked about the amounts and number of grants we have received. Kirsten clarified we received the recent Business Oregon grant in the amount of \$224,850, and last year the two federal government Shuttered Venue and Supplemental Grants totaled approximately \$1,969,950.

Spirit thanked Staff for stepping up to make a great Fair, and you all were instrumental.

Spirit added to New Business: Board moves to change the next event dates from July 7-9 to July 14-16, 2023.

Sam asked what budget line item the \$13,000 to silage the fields came from, and how the cost compared

to other land expenses. Kirsten said we get hay via trade and purchased it, so this year we have both expenses. Kirsten confirmed once all the financials have been entered and reviewed, the cost for silage may come from a haying, miscellaneous, or other contingency line item. At this time, we are still determining if any budget adjustments will be needed. An updated financial report will be available by the Annual Membership Meeting in October.

Jon S. asked to clarify the Teddy Bears' Picnic guidelines for food sharing and COVID safety.

Kirsten advised to bring your own picnic to share with your immediate pod group, and drinks and snacks will be provided with entertainment. There will be a checkpoint to verify our vaccine requirement.

Jon S. asked about no longer having an outside party to reconcile our books.

Kirsten said Alex the Office Assistant would be taught how to reconcile on a monthly basis. There will be a separation of duties and cross-training of staff.

Treasurers' Report (YouTube video 50:50)

Hilary said it was a great Fair, partly because it was such a challenge. Being with hard-working people who are enjoying each other and being on the land was good. A shoutout to the food booths who dealt with long lines, and those who stepped in and gave hours of their service to help the food booths. There were many who put in long hours and are appreciated for their efforts.

Norma is back helping to do what it takes to write and record over a million dollars' worth of checks in small amounts to pay the expenses.

Not all receipts have been received or are completed. We are still waiting

on registration and inventory information, and we already know tickets sales were two-thirds of what was initially projected. Vehicle and pass sales are in line, but registration is down 20 to 30 percent, which was not in our projections. Once we get the remaining financials plugged in, then we will know how much of our total budget we have spent.

We know the Shuttered Venue grant is what made this year possible for us, and to not be in a disastrous financial situation. Kudos to Kirsten for her help in making it possible to do a large number of capital projects that will help make repairs and ready us for the future.

In order to manage our event capacity and have our event be a pleasurable, spacious experience, being able to balance that out with the types of expenses and other needs we have had needs to be looked at. Hilary hopes there will be more planning and evaluation in terms of size and how much we are spending. There are long-term projects to be phased in, as we will not be able to do them all at the same time.

Hilary said the reason we had an outside bookkeeper was because our own bookkeeper was a check signer. Now that we have a full staff, we can have separation of duties. We have been talking a lot about internal controls, so we will no longer have the person doing bookkeeping be a check signer. We will continue to have outside accountants. With cross-training of staff, we will also have coverage of duties if someone is on vacation.

Committee and Working Group Reports (YouTube video 58:30)

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: Leading up to the Fair, the committee met daily and we want to thank Booth Registration for their support. Thank you to all the food booths that were able to attend our event this year! There were huge risks and many challenges navigated, but with their hard work we were fed well.

Craft Committee: Thank you to the crafters who presented creative works of their imagination, hearts, and hands. They showed up and did their professional best despite all the challenges.

Elections Committee: It is that time to start thinking about our upcoming Board elections and Annual Membership Meeting. The deadline for registering to vote is Thursday, September 22, 2022, at 8:30 pm. There will be a Get Out the Vote Candidates Forum in late September or early October.

The Annual Membership Meeting will be held Saturday, October 15, 2022, from 6:30-8:30 pm. We do not yet know if it will be a hybrid or virtual meeting, but all members will receive a mailed ballot for voting purposes. Please check the .net site for updated information.

We will be electing six Board directors (for a total of 12), and are moving into a transitional period to staggered three-year terms. The top four vote getters will have three-year terms, and the other two will have one-year terms. Note, next year and following, four Board directors will be elected to three-year terms.

There is a candidate information

document on the .net site. From the home page, click on Board Election Information Page, then OCF Board Candidate Eligibility & Application Info. The deadline for candidate statements to be in the voter pamphlet and Fair Family News is Sunday, August 21, 2022, at 8:30 pm.

Diversity Committee: The committee met and discussed facilitated dialogue with the Board and the census project. The meeting was well attended. The next Diversity Committee meeting will be Monday, August 22, 2022, at 6 pm, online.

Old Business *(YouTube video 1:03:00)*

Lisa P. moved and Sam seconded to direct the Bylaws Committee to add clarifying language to Article V: Members, Section 2(a) Eligibility and Admission, as recommended by the Membership Secretary.

Lisa provided the following details:

Article V, Section 2(a) states: Any individual who subscribes to the purposes and basic policies of the Fair, abides by the terms and conditions of these Bylaws, the Articles of Incorporation and any amendments thereto, and acts in accordance with the decisions made by the Board of Directors, is eligible for membership if the individual is registered with the Fair and (1) has either received a wristband, other Fair camping pass or verifiable worker day pass in one of the three previous years, or (2) is a verified Elder. To remain a member, an individual must vote in at least one annual membership vote every three years.

The intent of the Board was to require people to both participate at the Fair at least once every three years and vote at least once every three years. The proposed change would be to the final sentence: "To

remain a member, an individual must continue to meet the eligibility requirements stated above, and vote in at least one annual membership vote every three years."

Approval of this motion sends the proposed amendment to the Bylaws Committee to draft this proposed amendment on behalf of the Membership Secretary. Approval of this motion is not approval of the proposed amendment. The Board of Directors would still need to vote on the proposed amendment itself.

Jon S. said currently when someone becomes a member, the bylaws can be interpreted that they remain a member as long as they vote once every three years. He asked if the proposed bylaw change passed, would we be able to monitor and enforce it.

Lisa confirmed that as our database is improved and becomes more robust, then our membership secretary is anticipating being to better track membership participation.

Sam said he hopes the Bylaws Committee can wordsmith some exemptions and exceptions due to situations that would warrant it, such as a serious illness or the pandemic. He is concerned about our ability to implement a tracking system.

Spirit noted this motion was only to direct the committee to do some work, and the bylaws are not changing at this time.

AJ said once the committee forms a recommendation, then it will go through the same process as all other bylaws changes. Once it gets posted then members will be given time to access it before it comes back for a vote. AJ wanted reassurance it would not be coming back for a vote next month.

Lisa P. said the Bylaws Committee would be meeting to determine how to fit the directive in their agenda and comprehensive review. It is possible to bring something forward

as New Business at the September Board meeting.

AJ said he thought proposed by-law changes were to be posted two to three months in advance before there could be a vote. Lisa confirmed there was no policy.

Sam said it has been the practice of the current Bylaws Committee to post the final language of proposed bylaws amendments one month prior to the Board meeting where it becomes Old Business. This allows membership one month to review the proposal.

Paxton agreed with Sam.

Spirit suggested a link be put on the home page of the .net site for proposed bylaws motions.

To address Sam's comment about exemptions, Sandra brought up the volunteer work of some committee members and people who work Culture Jam or in other year-round aspects of our organization who are not provided a pass for their work. We may want to consider an allowance for those folks.

Motion passed: 10-0.

Jon S. moved and Paxton seconded to direct the Executive Director to have staff work with IT and Video volunteers to develop a plan and budget to provide adequate software and hardware to hold hybrid in-person and online meetings for governance and operational functions (Board, committees, teams, crafters, food booths, coordinators, Community Village, Energy Park, etc.).

Jon S. said he wanted to introduce the motion language to membership, so was willing to table the motion until next month. Paxton agreed.

AJ moved and Sandra seconded to direct the Executive Director to provide access for membership to view all committee and Board meetings as requested.

Heather encouraged the Board to support the motion, given that we are a membership organization with meetings that are open to members. Members who cannot attend meetings at the scheduled time should certainly have access to view the video of that meeting.

Steven said there is simply no rationale for restricting access to meeting recordings. Public meetings are public. If we truly value participation and transparency then anyone should be able to view what actually transpired at a meeting. We have already seen there are minutes that do not reflect what actually happened in the meetings. The argument that meeting clips will be taken out of context and used against people does not hold any water. Meeting recordings are already available, so if something seems out of context or people are arguing about what really happened, then we have the recording to verify with.

Martha asked about the language of the motion, and the use of the words "as requested." She said minutes are available on the .net site, so this motion implies she would have to go through some kind of process to access the minutes.

AJ said he could amend the motion and remove those two words.

Dani said she was in favor of the motion and thanked AJ for offering the amendment. Dani supports committees posting their minutes in a timely manner, and sees that many committees are far behind so this may help them get back on track.

Hall spoke in strong favor of the motion and said it is the right thing to do, especially when our members reach far and wide and can only participate at certain times. If we'd had a policy like this enforced in this past year, we may have been in a different position than we are now with the he said / she said pieces we are trying to put together. This can only im-

prove our relationships and people can better participate.

Komyo is a scribe for the Elders Committee and is in favor of the motion. It is near impossible to write up minutes that speak directly to what is actually happening at a meeting. You can come close, but at the end of the day there is nothing like being there in person and seeing the facial expressions and tone of voice.

Jon S. said the motion is a quite substantive change from the previous version of the motion. To be consistent with what AJ and other said, this should not be voted on tonight to give people a chance to review the change. This motion is not simply to make these videos accessible in the event minutes are not posted, but to make them accessible at all times.

Sandra said part of the Board work process is to amend motions from their original language, and this current motion includes that there should be access to the recordings of minutes. She supports the motion.

Lisa P. said she is generally in favor of increasing access and removing barriers to participation, but feels she needs more time to consider this motion. She wondered if there would be bylaws implications, and was not ready to vote.

AJ said it is not unusual to rework a motion, and said it should not be a surprise that it is coming forward because of a similar motion that failed last month that he tried to rework.

AJ offered an amended version of the motion: direct the Executive Director to make available to the membership all recordings of committee and Board meetings. Sandra agreed.

As amended, AJ moved and Sandra seconded to direct the Executive Director to make available to the membership all recordings of committee and Board meetings.

Paxton said he objects to and does not understand directing the ED. What would she be doing, or would

she get somebody to develop a website or direct connection to the videos? Paxton feels the motion needs more work.

AJ said the motion directs the ED because it is her operational staff that can post recordings on the .net site or a location that membership has access to.

Sue said she also has concerns and asked if there was a starting date for making these meetings available. She feels any meetings prior to the motion should be exempt because people in those meetings were not aware that the videos would be shared.

AJ offered an amended version of the motion: Direct the Executive Director to make available to the membership all future recordings of committee and Board meetings, in effect with passing of this motion on August 1, 2022. Sandra agreed.

As amended, AJ moved and Sandra seconded to direct the Executive Director to make available to the membership all future recordings of committee and Board meetings, in effect with passing of this motion on August 1, 2022.

Spirit said there is no time like the present for the Board to be doing Board work. We can keep whittling away at it until we feel comfortable with a vote. The integrity of the motion has not changed from the beginning. This is about accessibility and being able to squash rumors and innuendos. Spirit agreed with Hall that we may be in a different place if we were not having to navigate the he said/she said situations. Spirit supports the motion amendments and giving the directive to the ED.

Lily asked AJ why the motion did not reflect giving committees time to post minutes before a recording would be accessible.

AJ said the feedback he received indicated a tone of punishment to the committees who are not sub-

mitting minutes, so he decided to change the language.

Sue said she would like a chance to talk with the committees she works with so they are given notice, and would like the motion tabled until later this year. Some committees have their own meeting culture, so things will need to be worked out and better organized.

AJ said when the Board decided to create the Fixed Assets Committee, one of the requirements was that we recorded our meetings. The Board also said last winter that meetings should be recorded. At this point, all committees should be recording their meetings. It does not seem necessary to give another month for consideration, especially when recording will be viewed by the people that could show up to the public meeting. All this motion does is say that now that the minutes are reported membership can access them as well.

Sam opposes the motion in principle and said he feels the same as he did at the last Board meeting. He does not think we are in a good place as an organization, for a motion like this to pass as it increases the potential for individual members who are unelected and unappointed to attempt to micromanage the work of our Board committees. Sam said he will not consider a motion like this until the Board has gone through its facilitated dialogue process with the Diversity Committee.

Lisa P. agreed with Sam and feels she needs more time to consider this. Would the recordings replace written minutes or would we still have both?

AJ said the motion is not to replace minutes.

Paxton said he preferred the original version of this motion, and it has changed significantly. He would give more time than 30 days, and does not view it as punishment.

AJ clarified this motion is not for closed sessions. It is for public meetings. The Board has to start educating

all committees on what their task is. Outside of closed meetings, there should not be things being said like it is a get-together. These are public meetings for our membership and not for a social session with friends. If this motion does not pass, AJ hopes the Board finds a way to make sure our meeting spaces, including Board and committee meeting space, are used for business of the organization and not used as a therapy session for individuals. This motion should not be an issue if our committee meetings are being used in that way.

Paxton objected to AJ's comments and said Board committee meetings are not for the membership and is a misnomer. The Board members represent the membership and committee meetings have not been social gatherings. In the past, Board and committee members would socialize after a meeting.

Spirit said it feels like voting no on this motion is protecting one particular committee. The committees are doing the work of the Board, and we have one committee that is not willing to do that work right now and all sorts of rumors and misinformation are swirling around. It holds committees accountable when we make them accessible to everybody. Why are we trying to protect a committee from what is really happening at a committee meeting? As a membership Board, all committee meetings should be accessible.

Sam said he objected to the characterization that the Diversity Committee is unwilling to do the work of the Board and the organization. The work they are doing and topics with which they have been tasked are controversial. As the Board liaison to this committee, Sam feels like he is acting like a buffer between members who are attempting to micromanage the committee and that meeting recordings shared on social media platforms would be a very bad choice for us. We need to take a step back and

stop doing things that escalate these conflicts and divisions. We need to sit around a table with a trained professional who can help us to work out these divisions.

Sam moved and Sue seconded to call the vote.

There was a point of order dialogue between Board members Spirit, Lily, AJ, and member Steven as to whether to follow Roberts Rules of Order.

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

Lisa P. said she is offended and finds it disrespectful to hear implications that her motivations for questioning this motion are because she is trying to protect one committee. Lisa has stated reasons that include thinking about all committees, as we are all volunteers and we are all entitled to be treated with respect.

AJ said he is sorry about everybody's hurt feelings but this is the reality of what is on the table here. The folks who are disagreeing with this motion are the same folks who for months and months disagreed with several different motions regarding the Diversity Committee. It is not out of the park to think that folks are protecting this committee, and this committee has also used Board meetings and recordings to micromanage the Board. They do not see themselves as a Board committee, and see themselves as overseers of the Board. That is one of the problems we have here. The motion does not target one specific committee, and no other committees have spoken up that they are opposed to having their minutes be made available to the public membership.

AJ said as VP of Membership, he has to make sure he advocates for all members to have access to the information that makes this organization run. He will continue to do his job on behalf of membership, despite some Board members wanting to protect one group of folks.

Spirit said she hopes to get to a point where there is a respectful debate in meetings or on social media where we do not take things personally. This is not personal and against anybody, but is about the work of all committees. A video will help determine the difference between varied personal opinions. She gave an example of Sam saying a meeting was well attended by committee members, and she disagreed in saying there were only two-thirds of the committee members present at the meeting. A video will help to clarify these things, instead of hearing two opposing viewpoints. Spirit said the motion should not cause fear, and that we have to continue to do better.

Sue said she is really tired of her thoughts and motives being misconstrued and expressed again her viewpoint is from her work with other committees. Her concerns with the motion have nothing to do with the Diversity Committee.

Lily asked AJ if there were other committees who are resisting having their minutes posted on the .net site. AJ said he has not heard of other committees resisting, other than the Diversity Committee and their Board representatives.

Lily said she asked AJ at the last Board meeting if this motion was targeting the Diversity Committee, and wants to be explicit about that. If so, then direct the Diversity Committee in the motion.

AJ spoke over Lily and said the conversation about this motion targeted a specific committee because of others' resistance and expressed feelings of needing to protect that committee. This motion is addressed to all Board committees doing business on behalf of the organization. It just seems that we always end up with this whole excuse for not doing this being because of the Diversity Committee and something around them. AJ's intention is that the motion is directed at all committees.

Sandra said it is generally good practice and valuable to make recorded meetings be available. Sandra remembers in the past when meeting recordings were first being recommended and that there was a lot of resistance for various reasons that turned out to not be true. If a member is not able to engage in a Board meeting, then they can watch the recording of it later. We know we have a far-flung membership, and there are many committees willing to post their meeting recordings on the .net site. This fear about what might happen has not manifested itself, and why should we fear recording meetings that are done on behalf of the organization.

Paxton said he objects to being mischaracterized as protecting the Diversity Committee. That is totally inaccurate information. He would like us to get back going with Diversity Committee work and we were on a process until last January. Everything has gone to pieces on that. Paxton thinks it is a classic example of information that has been misused and mischaracterized.

Lisa P. reiterated she needs more time and does not feel ready to vote. She asked AJ if he was willing to table the motion

AJ asked Lisa what she needed more time for.

Lisa P. said time is needed to consider all of the implications of the policy being proposed.

AJ was unwilling to table the motion, saying it has been an ongoing conversation for months.

Spirit said she was confused why we would not be able to provide recordings if these are public meetings and open to everyone. If the minutes are to accurately reflect what happening in a meeting, then why would it be an issue to access the meeting recordings.

Motion review: As amended, AJ moved and Sandra seconded to direct the Executive Director to

make available to the membership all future recordings of committee and Board meetings, in effect with passing of this motion on August 1, 2022.

Motion failed: 3-6; George, Jon S., Lisa P., Paxton, Sam, and Sue opposed; Lily abstained.

Sandra moved and Lily seconded to appoint George Braddock to the Fixed Assets Committee.

Jon S. wanted to confirm there was no call out for members to join the committee. Sandra confirmed there was not a general call out.

Sandra said she and George teamed up to start the Fixed Assets Committee, and due to significant personal and health issues George was unable to commit. AJ stepped up and we have been doing committee work for a year and a half. George's circumstances have changed and we have asked for his help in continuing the work of this committee. He brings many skills to the table including building, contracting, thinking outside the box, and getting things done. Some committees do not initiate call outs for members when specific skill sets are needed. We are pleased that George can join back with the committee as an important resource. The current Fixed Assets committee members voted unanimously to recommend George.

Lily confirmed that there was always intent to include George on the Fixed Assets Committee, and now that he is able to commit, she supports his appointment to the committee.

Paxton said George is an excellent contractor and Paxton loves George's work. Paxton expressed concern that over the past couple of years there has been a lack of support by George for the compost project. Paxton is looking for some assurance that George will act on behalf of the Fair's needs and not his own opinions, but does believe George has the skills to

do the job.

Spirit agreed with Sandra's sentiments and said a vote for George should not be based on personal opinions where we may not see eye to eye. Spirit believes George will take all things into consideration when voting as a committee member, and she supports the motion.

Lily clarified that George would be a committee member, and not a Board liaison.

Sam said he is excited that George is able to serve on the committee. As an organization we spend a lot of time trying to stop people from doing volunteer service. There should be excitement about people who are excited and willing to serve.

Motion passed: 7-0-1; George recused himself; Jon S. and Sue abstained.

AJ moved and Lily seconded, in collaboration with the Executive Director and Board President, to donate \$5,000 from the community outreach line item to sponsor the Black Cultural Festival in Eugene at Alton Baker Park on August 20, 2022.

AJ said the Black Cultural Festival is an annual event designed to create a sense of belonging for the local Black community. There will be an outdoor museum with art, a youth zone, art and craft classes, nature science-based activities, free snacks, and swag bags. Other activities include yoga, canoeing, a huge raffle, and giveaways. Entertainment will include music, comedy, and African drumming, soul food, and shopping. This donation will specifically sponsor two African food booths as well as advertising support of the community event. With this donation, we show our continued dedication to justice, equity, diversity, and inclusion.

Grumpy asked how much was in the community outreach line item. Lily confirmed it is \$9,000. He also asked if the Black Cultural Festival

was a nonprofit, and said he thought our donation policy included that guideline. Grumpy suggested the amount be changed to \$2,500.

AJ said \$2,500 would not be a sponsorship level that will accomplish the goal of supporting the event. AJ was unsure if it was a nonprofit event, and said even if it is not, that we as an organization are committed to supporting marginalized and people of color in our community. This donation would support an annual event that does such a thing. If we do not support this motion, it goes against the dedication we supposedly have.

Hilary clarified this would not be a donation, and is a sponsorship. In addition to what the festival would get out of it, we would get a level of advertising and promotion. Sponsorship of this event would not be in the same category as a donation to a 501c(3) organization.

Paxton asked if the two African food booths that would benefit from this sponsorship were affiliated with the Fair.

AJ said the two African food booths we would sponsor are currently vending with Saturday Market and hope to become OCF food vendors: Makeda's Cuisine (Ethiopian) and IRIE Jamaican Kitchen.

Sam said the Ethiopian food booth is utterly delicious. He looked at the Black Cultural Festival website and it does not indicate nonprofit status, but does say sponsorship is tax deductible. Sam noted there are many involved with the Black Cultural Festival who are also Fair family, and gave his support for the motion.

Sandra appreciated AJ bringing this forward and said it is the work we should be doing with different marginalized communities. This would support programs and activities that are meaningful to them.

Spirit said she was also excited AJ brought this motion forward to support diversity, and said it was time

for the Board to start outreach again in a bigger way.

AJ said he also encourages people to participate in events like this. It is an opportunity and a step toward healing in our community. These are amazing people putting on an amazing event.

Jon S. said the festival website shows the event is being put on by Obsidian Soul Productions and according to the Oregon Corporation Division it is an assumed business name of an individual. Jon S. does not see any indication of this being a nonprofit donation. Whether or not the festival is tax-deductible does not matter because we are not tax-deductible. Jon S. said he would appreciate more information about what we specifically get for the sponsorship, but does support the motion.

AJ said sponsorship includes advertising on social media and marketing materials. During the event there will be announced recognition from the stage for all the sponsors. AJ is most excited about the opportunity to sponsor the two African food booths, which supports their event fees and reimbursement for free meals offered to the festival workers participating. These food booths are black-owned businesses in the Eugene area.

Sam said where the festival sponsorship page shows donations as tax-deductible, there is information indicating sponsorship payments are payable to Nurturely, which has a nonprofit relationship with the festival. Sam noted in the past that we have given funds to other nonprofits to support activism work, such as the Lane East Asian Network. Many of the frontline activism organizations are just starting up, and maybe this sponsorship will help the Black Cultural Festival for many years to come and they may get to the point of needing nonprofit status.

Jon S. asked what level of sponsorship it would give us. AJ said it was

considered a tier three level. Jon S. said there was an admission fee to the festival, and asked if the sponsorship included any admissions. AJ said the tier three sponsorship provided a pavilion booth space, but because the Teddy Bear's picnic is the same weekend it was decided to use the sponsorship for the two African food booths.

Lisa P. said she checked out the website information for the festival and saw a lot of Fair family and Fair connections. She said it looked like a great event, thanked AJ for bringing this to the Board, and said she will be thrilled to vote yes.

Motion passed: 10-0.

Additional New Business

(YouTube video 2:24:15)

AJ re-added an agenda item to address making meeting recordings available to membership, and said he will continue to rework motion verbiage.

President's Peace

(YouTube video 2:26:30)

Lily said she left the Fair this year with a warm fuzzy glow. Going into the Fair, she had concerns for personal safety, concerns for the people we love who could not be there, and a lot of time spent on thoughts about crews and booths with challenges, and the issues with the vaccine policy.

Every year there are absences of entertainers, crafters and food booths for a variety of reasons. In that respect, it felt like a regular Fair. We came together in a time when we really needed it and to be together on our land. Beyond the decisions we make when we are on the ground, it is about connections. We do connect best when we are on the land, it was wonderful, and we did it!

Lily thanked everyone who poured their heart, soul, hours of labor, and time commitment it took for the

huge lift of presenting Fair 2022 to the community. Thank you so much!

Upcoming Board meeting agenda items include:

Data Management Policy.

Direct the Executive Director to have staff work with IT and Video volunteers to develop a plan and budget to provide adequate software and hardware to hold hybrid in-person and online meetings for governance and operational functions (Board, committees, teams, crafters, food booths, coordinators, Community Village, Energy Park, etc.).

Move that the Personnel Policy Committee work with the ED to update the Personnel Time Off (PTO) Policy in the Employee Manual to be in compliance with new Oregon Law.

Move to establish an ad hoc work group of Board treasurers and budget committee liaisons to recommend a standardized policy for trade pass allocation to former GM's and staff.

Pineros Y Campesinos Unidos del Noroeste (PCUN) sponsorship.

Appoint Michael Schulze to the Elections Committee.

Board moves to change the next event dates from July 7-9 to July 14-16, 2023.

Make meeting recordings available to membership.

Presential Listening Session

Topic: What it means to be a Board member.

August 17, 2022, 6 pm to 2 pm, online.

Visit the .net site for more information.

Annual Fair Evaluation Meeting

August 21, 2022, 11 am to 2 pm, onsite at Alice's Firepit.

Teddy Bears' Picnic

August 21, 2022, 2 pm until dusk, onsite at Main Stage.

Fair Family is cordially invited to attend the annual Teddy Bears' Picnic on August 21 starting at 2 pm until dusk. The Fair Evaluation Meeting will be held prior to the Picnic at 11 am at Alice's Fire Pit. Camping on site Saturday night is allowed; however, fires are not.

All attendees will go through a vaccination check with Greeters, and wristbands will be given. General parking on Sunday is in SCOF Lot, and 4A parking is by the Ritz.

This year will be a little different. We won't have our usual chicken and veggie burgers served alongside potluck dishes. Instead, we are asking everyone to **Bring Your Own Picnic**, including food, plates, cups, and utensils. Please bring your own chairs or blankets.

Cold drinks and snacks will be provided. The Higher Love Band takes the stage from 4 pm-6 pm. We will dance, play games and have a great time! The Ritz will be open on Saturday and Sunday for a lovely soak, sprinkle, and steam.

The next Board of Directors Meeting is September 12, 2022, at 7 pm.

Zoom remote online and live streamed on YouTube.

