

OCF Board of Directors Meeting

April 3, 2023, 7 pm

(Subject to approval by the Board at the May 1 Board meeting)

Zoom remote online and live streamed on YouTube

YouTube recording link:

<https://www.youtube.com/watch?v=WJ50YbyLC2U>

Board Directors present: John Alexander, Sandra Bauer (VP of Philanthropy and Fund Development), George Braddock, Paxton Hoag, Tom Horn (President), Anthony “AJ” Jackson (VP of Membership Engagement and Services), Kevin Levy, Lisa Parker (VP of Bylaws and Policy), Ann Rogers, Arna Shaw, Jon Silvermoon, and Sue Theolass. Other Board officers present: Hilary Anthony (Co-Treasurer), Lynda Gingerich (Co-Treasurer), and Stephen Diercouff (Secretary). Staff present: Kirsten Bolton (Executive Director), Alexis Maddock (Co-Event Manager), Mark Malaska (Co-Event Manager), Sierra McComas (Site and Facilities Manager), Vanessa Roy (Marketing Manager), Norma Sax (Office Manager), Alex Zabala (Office Assistant), and Anna DiBenedetto (Board Scribe).

The meeting was facilitated by Al Ullman.

The minutes of this Board meeting are presented with motions and votes without discussion. The entire meeting, including discussions, can be viewed on the YouTube recording at <https://www.youtube.com/watch?v=WJ50YbyLC2U>

Announcements

Tom Horn: John Alexander works with birds as ED of Klamath Bird Observatory, where they do ecological monitoring and research in the Pacific Northwest and internationally. I'd like John to speak to the work he and others are doing on bird observation at the OCF site.

John: Peaches had an idea to recognize and celebrate the Fair's stewardship at each Board meeting. One example of the Fair's land stewardship is the Bird Crew (among other great crews) that works out of QuarterMaster. It's great to see migrating turkey vultures are arriving this time of year. In the spring while we build Fair, the Bird Crew looks for nests to help mitigate bird/human conflict and to take responsibility for nesting birds. Conflict resolution turns into an opportunity to learn and to lessen our impact on the natural world. Aaron Holmes leads the nest searching part. Glenn Johnson represents birds and stewardship at the Fair. These are great examples of how we can come together with solutions rather than obstruction, learn how to do things differently and sometimes better. OCF has one of the last remaining old growth bottomland hardwood forests in Oregon, which we have a responsibility to steward.

Norma: Spring Fling is coming back May 6, after a four-year hiatus. The band, High Tolerance, is playing. Benefit for Culture Jam at WOW Hall. There will be many great prizes.

Sue: Food booth reps — Food Committee has sent digital blue sheets, which need to be returned by April 23.

Minutes Review

(YouTube video: 07:07)

Arna moved and Paxton seconded to approve the minutes of the March 6 meeting. The motion passed: 8-0-4; John Alexander, George, AJ and Lisa abstained.

Agenda Review and New Business

(YouTube video: 10:10)

Arna tabled the Personnel Policies Committee appointment to next month.

Sue moved and Paxton seconded to move Logos New Business item to Old Business today, so it can be voted on, due to timing.

The motion passed: 12-0.

Kirsten requested that Arna or Sandra table the conflict of interest item because the contract is not finalized yet.

Sandra tabled the conflict of interest contract.

The Board moved to approve the April 3 agenda, as amended.

The motion passed: 12-0.

Member Input

(YouTube video: 14:22)

None

Staff Report – Executive Director

(YouTube video: 15:45)

Financials

- Shuttered Venue Operators Grant close-out process is progressing and all data has been submitted to confirm expenses by cost category.
- Monthly reconciliation training with Alex Zabala is going great. He is fully trained and doing an excellent job.
- Booth Registration inventory income will be directed to Oregon Community Credit Union this year, instead of Banner Bank for easier reconciliation.
- Reviewed and approved our 2023-2024 Auto, Umbrella and Accident Insurance policies which are effective April 1, 2023 to March 31, 2024.

Fair Care

The Progressive Solutions policy is under Old Business tonight for approval by the Board

- If approved, the .net site will be updated with this new policy and a new email address will be used, faircommunitysupport@oregoncountryfair.org.
- We will publicize this email address and it will be the main contact for the Fair Community to use for help with interpersonal issues.
- This email address is a group email and the Support Administrators will receive the requests directly.

- We have placed an ad in the FFN looking for new Support Administrators.
- We are seeking 3 Support Administrators.
- We will place an ad in FFN for Investigators soon.

Hybrid Meetings

Per a Board Motion, I am reporting progress to date as compiled by Vanessa and Dean Middleton:

- Still waiting on Northwest Youth Corp to open for business.
- We expect to have a finalized recommendation under new business at the June Board meeting.
- At this juncture, we are leaning towards the Unitarian Universalist Church or the Long House.

Administration

- Thank you to Anna DiBenedetto for her first Board minutes from the March Board meeting.
- There is an on-site Coordinator meeting scheduled for April 16 at 11 am.
- We are still fine tuning the Four Winds Database in 2023. Reminder that the User Manual is on the .net site under Coordinator Info. The database training that was scheduled for Coordinators on March 22 went great and was well attended. Lots of great suggestions were received and are being reviewed for implementation, if not this year, then next.
- Received an insurance payment for \$15,000 to begin the repairs on the What Barn caused by storm damage in December 2022. Also, received another \$3,000 toward the repair. We have a \$1,000 deductible, so total cost to repair was \$19,000.
- Still waiting for a decision from the insurance company on repairs to the 420 Tractor, which received damage to the hydraulic fuel tank due to the storm.
- 2023 contracts:
 - Honey Buckets contract – pending
 - Ritz Sauna – pending
 - White Bird – Done
 - Verizon COW tower – They reached out today.
 - AT&T COW tower – pending
 - T-Mobile COW tower – Done
 - Equipment rental – work in progress
 - Dodeca Art Barn – pending
 - LTD – Will not be providing service to OCF in 2023. We are working on other solutions.
 - First Student – pending
 - Western States Flagging – pending
 - ATMs – pending
 - Radio contracts – Done
 - City of Veneta banner permit - pending
 - Life's Best In Tents – Done
 - Commemorative sales printing – pending
 - Staff T-shirt printing – pending

- Water hydrant meter rental – pending
- Dust control – Done
- Ice – done
- Refrigerated trailers – Done
- Towing – pending
- Lane County Sheriff's – pending
- Guidelines printing – due to go to print week of April 10

Permits:

- Right of Way Permit – pending
- 2023 Outdoor Assembly Permit, Far Side – pending
- Camping permits will be done in April

The third Coordinators DEI Workshop was held Tuesday, March 14, 6 to 8 pm, via Zoom. This was the last of three Workshops. It was well attended. The series focused on empowering the Coordinators to create a vision for their crews and work with them to refine and implement the vision by closing the gap between where they are and where they want to be.

Treasurers' Report

(YouTube video: 21:50)

Hilary: Coordinators should have gotten their budgets by now. If you have questions, first reach out to your staff liaison, then to your Budget Committee liaison or BUM.

We're working with Norma and Kirsten to close out the 2022 budget. Should be done by the end of this week in preparation for the outside accountant. Work on the 990 will start after the Fair. We will send a new balance sheet to the Board. Norma and I made a change to the transfers in the February report.

Committee and Working Group Reports

(Committees should send their reports to Vanessa (vanessa@oregoncountryfair.org), to be posted on the oregoncountryfair.net site and included in the Board packet. Email them to vanessa@oregoncountryfair.org for the .net site and Board Packet.)

Elders Committee: Met February 23, 2023. Notes available at:
https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2023/03/022323_ELDERScommMtg.pdf

Met March 23, 7 pm via Zoom. There was a quorum (eight of nine). Four vetted elder applications were approved for the 2023 Fair. The Events subcommittee reviewed events plans. An in-person Wild Flower Walk is scheduled for Thursday, April 13, at the Fair site. Meet at Alice's at 12:30 pm. The Bell-Ringing Ceremony, which hasn't happened in many years, is being revived and will be held at the Meet and Greet this year. The Thursday Meet and Greet theme is "Peace, Love, and Hippy-ness" There was general agreement to use the new Elders Committee email address hosted on the Fair servers for primarily incoming inquiries. The committee will continue to communicate via the ECOCF listserv, which includes friends of the committee. It was a short meeting, adjourning at 8:10 pm. Submitted by cg

Energy Park: Met February 12, 2023. Minutes available here:

<https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2023/04/ENERGY-PARK-MEETING-2.12.23.pdf>

Fixed Assets Committee: Met March 13, 2023. Notes available at:

<https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2023/03/FAC-Agenda-March-13-2023.pdf>

Land Use Management Planning (LUMP) Committee: March 2023 LUMP meeting summary. The Emerald Ash Borer work group has formed a messaging team to distribute accurate information to crews and committees. We may get help (and funding) from the Oregon Department of Forestry with a survey of our trees. Dennis sent us a draft of a short article on Green Zones for the Fair Family News. Next meeting April 11.

Craft Committee: Met February 8, 2023. Notes available at:

https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2023/03/CC_2-8-23.pdf

Committee Best Practices: Met February 1, 2023. Notes available at:

https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2023/03/020123CBPWG_minutes.pdf

Met March 1, 2023. Seven of eight members attended, constituting a quorum. The group worked on and completed the content for “Committee Annual Report to the Board and Membership.” The group approved Arna Shaw to be the Chair for the working group. The work that CBP has completed since early 2022 will be collated and sent to Arna for wordsmithing for the CBP Manual updates. The group discussed its role in processing Board committees’ annual evaluations. There is a backlog of CBP manual topics to address. They are listed in the Parking Lot. Submitted by cg.

Budget Committee: Met February 15 and February 22, 2023. Notes available at:

<https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2023/03/Budget-Meeting-Notes-2022-23.pdf>

Old Business

(YouTube video: 24:36)

By-Laws – Officers (motion submitted by Arna & Kevin)

Arna moved and Kevin seconded to direct the Bylaws Committee to develop the appropriate wording to amend the Bylaws to require the President and Vice President(s) to be duly elected Board members.

The motion was tabled until next month.

2023 OCF Logo Items (Sue & Arna)

Sue moved and Arna seconded to approve the new 2023 logo jury items and approve previously accepted items that have not yet met the five-year approval mark. Sue made a friendly amendment to remove Item #5 from vote. Arna accepted the amendment.

The motion passed: 12-0.

Arna moved and Sue seconded that Craft Inventory inform the maker of item #5 that the T-shirts are approved if the date is moved to another area of the shirt or removed completely.

The motion passed: 12-0.

Fair Care Progressive Solutions Policy (AJ & Kevin)

Kevin moved and AJ seconded to approve the Fair Care Progressive Solutions policy.

This policy will replace all prior grievance policies.

Robbi Lira Rivero and Lily Harmon-Gross made a presentation.

The motion failed: 7-5; Sue, Paxton, Ann, Jon Silvermoon, and Lisa voted no.

Personnel Policies Committee Appointment – Sandra Bauer (AJ & Arna)

Tabled until next month.

Potential Conflict of Interest – George Braddock, Ritz Sauna Contract (Arna & Sandra)

Tabled until next month.

New Business

(YouTube video: 2:07:15)

The following tabled items will be brought up as Old Business next month:

By-Laws – Officers (Arna & Kevin)

Personnel Policies Committee Appointment – Sandra Bauer (AJ & Arna)

Potential Conflict of Interest – George Braddock, Ritz Sauna Contract (Arna & Sandra)

Board Work Session, Topic: By-Laws – April 17 at 7 pm via Zoom

Meeting Evaluation

(YouTube video: 2:07:46)

John Alexander thought it was a good discussion, heard some things he hadn't seen before. He encourages Fair Care to have a Board Session with us ASAP so we can get a policy in place after all the hard work they have put in.

Robbi was disappointed in the decision not to pass the Fair Care policy; it's very risky and disrespectful to members of Fair Care. She personally put in hundreds of hours of work on it and they only heard very few concerns before now. She felt blindsided by concerns that were not raised during prior engagement sessions; heard mistrust. Please respect the time of the people you ask to do work.

AJ is puzzled by why Board members vote, depending on who brought forth a motion. He is disconcerted by the continuing conflict and dysfunction of this Board of Directors. We are voted into office by membership and it's hard to do the work of the members, just because interpersonal conflict prevents them from voting for someone else's motion. Not passing this

tonight does not show love and compassion for people, even though this event and organization say they represent love and compassion.

Martha said some of what is happened is growing pains from the shift from going from an operational board to a policy board.

Paxton hopes this continues in a working session. He appreciates the work that was done on Fair Care. He hopes to continue. He has experienced many years of different grievances policies, some of which worked better than others. He appreciates all the work that was done on it. He would like to see it more simplified. The work could be done to fine tune it in a working session.

Lisa said Al did a good job running the meeting. Everything went well technically. Thanks everyone for showing up on time and bringing your best self to the meeting, even though it's not always fun and is painful sometimes. There were 44 people in Zoom room and 46 people on YouTube.

Kevin thanks Fair Care for their work. He is not an expert on grievances and lots of other issues, so he wants to give deference to the experts and those that worked hard on it. He thanked everyone for their hard work.

Jon Silvermoon respects everyone that shared, both those that agreed with him and those whose opinions were not consistent with his. It's important not to attach motives to anything people have said tonight. He believes we are all here to work for the best interest of the Fair. Everybody who spoke tonight spoke from that position.

President's Peace

(YouTube video: 2:20:25)

Thanked Al for his tone and calmness and ability to keep track of things. We started this meeting with a theme of Spring.

Poem by Anonymous

The wind told the grasses
And the grasses told the trees.
The trees told the bushes
And the bushes told the bees.
The bees told the robin
And the robin sang out clear
Wake up! Wake up!
Spring is here!

Next Meeting — Monday, May 1, 7 pm, via Zoom.