

FAIR FAMILY NEWS

OREGON COUNTRY FAIR  ONE CREATIVE FAMILY

VOLUME 31 ISSUE 11 APRIL 2024



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FAIR FAMILY CALENDAR

MAY

- 4 Spring Fling, 6 pm-10 pm, WOW Hall
- 6 Board of Directors Meeting, 7 pm
- 8 Fair Family News Deadline

JULY

12,13,14 Fantastic Fair Fun!

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
Tauruses*



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 and 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



Missing Mushrooms

Please return to the OCF Office.

No Questions Asked!

These beautiful handmade mushroom string lights disappeared from a planter box near the *Yew Are Here Lounge* on Sunday night or Monday morning of the 2023 Fair. The mushrooms were created by a young artist who invested lots of time, money and love into their creation.



FFN APRIL SHOWERS

Brad "Cloudburst" Lerch
Alex "Cats and Dogs" Zabala
Michael "Monsoon" Ottenhausen
norma "liquid sunshine" sax
Suzi "Sprinkles" Prozanski
Daniel "Downpour" Cohn
Trisha "Torrent" Burbaum
Kim "Raindrops" Griggs
Vanessa "Wet Stuff" Roy
Mary "Drizzle" Doyon



Did you know that the OCF has a Photography Studio?

The Imagerium Photo Booth — across the path from the Front Porch stage — is home base for a Photo Crew that takes free portraits during Fair hours in their professionally lit studio.

After the Fair, the images are uploaded to the web where fairgoers can download a free low-resolution image suitable for the web (Instagram, Facebook, etc), or purchase high-resolution files and prints, with proceeds going to the OCF.

They also offer group portraits outside their studio, and for very large groups, you can arrange to have a photographer come to you. Crews and booths interested in a large group portrait can sign up before the Fair online at <https://forms.gle/BxyhCwhG2qh6rdJJ8>

The Imagerium portrait booth will have a soft opening for staff and Fair Family on Thursday evening, July 11. This is a great opportunity to beat the lines, meet the photographers, and get some great images to remember your time at Fair.



Photos © Jeremy Running, Imagerium



Personnel Policy Committee is Looking for New Members

This committee needs qualified committee members with skills applicable to developing and recommending policies to the board that relate to the paid staff and to update the Employee Manual as needed. Do you have professional Human Resources experience with writing policy in an HR focused role?

We meet to update the Employee Manual and other jobs as needed.

Please send a letter of interest/resume including skills you could bring to the committee along with any fair experience/participation and your work

experience. Applicants must embrace diversity, equity, inclusion and belonging. You should be prepared to attend virtual meetings as needed and be a resource for current HR best practices. This is a good way to become involved. We are looking for new and seasoned leaders and welcome diversity candidates.

If this is something you could help with please send a letter of interest/resume to personnelpolicy@oregoncountryfair.org. Please send any questions you might have about the work of the committee as well. The deadline for letters of interest is May 15, 2024.

No Digging

It's 2024 and the Oregon Country Fair is on track. Main Camp opens on June 8 and the site will be busy as we prepare for the Best Fair Ever.

There are lots of new people and lots of people doing new things in places that are new to them. Don't let our excitement over the new ruin our old.

The Fair, as the current steward of this land, is protector of the story left in the land by the Kalapuya, who stewarded the land for 10,000 years before we arrived. These cultural resources are fragile and non-renewable. A thoughtless excavation in the wrong place can complicate your Fair experience.

The Archaeology Crew wants to help you avoid damaging our ties to the land.

If you have a ground-disturbing activity that needs to be done, contact the Archaeology Crew before you start work. We will be on site during Main Camp and want to help you complete your plans.

CALL BEFORE YOU DIG! Fair gets busy, sooner is better than later.

Dj Rogers and Jud Stern-Carusone
Archaeology Crew Co-Coordinator
Dj - (541) 740-2232; Jud - (541) 554-3778
OCFArchaeology@gmail.com



A poster for a Spring Fling event. The background is black with white stars. The text is in bright yellow and white. At the top, 'SPRING FLING' is written in large, bold, yellow letters. Below it, 'BASKET RAFFLE' is on the left and 'SILENT AUCTION' is on the right, both in yellow. In the center, 'MAY' is written in yellow, followed by 'THE 4TH' in a large yellow font inside a yellow-bordered box, and 'BE WITH YOU' in yellow below it. At the bottom, 'MARTY CHILLA & A SIDE OF BEETS' is written in yellow, and 'WOW HALL 6PM-10PM' is written in white.

Raffle Tickets are On Sale Now! You can come to our Eugene office or go online at <https://www.oregoncountryfair.org/spring-fling-raffle/> to purchase your tickets. They are \$10 each and you can enter to win as many times as you like. You do not have to be at Spring Fling to win, but you do need to claim your prize basket in person.

We are accepting donations for the Spring Fling Raffle and Silent Auction. We hope to fill five baskets with amazing hand-crafted donations by our OCF artisans and chefs. Please contact Vanessa (vanessa@oregoncountryfair.org) or Norma (norma@oregoncountryfair.org) to donate an item for the raffle/silent auction. Thanks so much.



TOP 10 REASONS FOR RIDING LATE NIGHT TRIPS

1. A professional driver takes you back to Eugene on a comfortable bus
2. Sleep in your own bed
3. Take care of things at home and still enjoy after-hours at the Fair
4. Help the OCF to lower its carbon footprint
5. Receive a beautiful, laminated bus pass
6. Leave the camping gear at home
7. Leave your car at home
8. Help the Fair reduce the impact of camping and parking on the land
9. Shower without waiting in line
10. Have more energy for enjoying the Fair

So veteran and potential Trippers, please fill out the [2024 Registration Form](#) and read through the [2024 FAQ Sheet](#). You can fill in the Registration Form on your computer; print it out; and then along with your check, snail mail it or drop it off at the OCF office. The FAQ Sheet will answer all your most puzzling questions.

See you on the bus,
Jerry Joffe and Roy Burling

UNDERWRITERS

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

Glass artist looking to share a booth. I combine torch work, glass powder, glass pieces and glass chips to create multiple layer pieces. Will work hard to help all art find new homes. carlynelynch@comcast.net

Faire Elder seeks an occasional overnight(s) parking space (in or near Eugene in Lane county) for a recently fully remodeled Toyota mobile home (22 ft). No electricity needed. John at: jrhigby@hotmail.com

Coast springtime camping / Elder needs help and company pulling ivy and spring clean up. No texts. Call mornings / evenings. Charlie T. 541-547-4129

Now on sale!
Brigadoon of the Sixties

Another epic slice
of Fair history from
Suzi Prozanski



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

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- art collective
- sober sanctuary
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UNDERWRITERS

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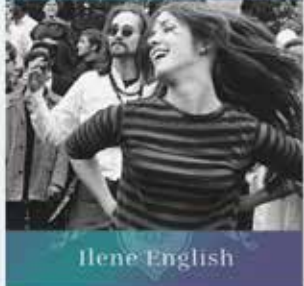
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Craig Ralston
LTC #5744C
Tax Returns Prepared
Self employed, stock sales
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WOW HALL

8th & Lincoln

All Ages 687-2746

- 4/12 - ISRAEL VIBRATION and the ROOTS RADICS
- 4/13 - Beertown Comedy Presents-Ahren Belisle
- 4/18 - Last Chance Presents: Moonshine Bandits
- 4/19 - Jurado with Lilly Miller
- 4/20 - Tinsley Ellis
- 4/21 - Porangui – Live in Eugene ft. Youssoupha Sidibe Chakaruna World Bridging Tour
- 4/23 - DB.Boutabag
- 4/24 - Kenny Mason – with DavidTheTragic
- 4/26 - Traveling Wilburys Revue
- 4/27 - Shordie Shordie
- 4/28 - Jerry's Middle Finger



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Board of Directors Special Work Session on Bylaws Changes for Elections

March 18, 2024, 7 pm

(Subject to approval by the Board at the May 6, 2024, Board meeting)

Zoom remote online and live streamed on YouTube

YouTube recording link: <https://www.youtube.com/watch?v=55yRULavJvw>



Board Directors present: John Alexander (arrived late), Anthony “AJ” Jackson, (President), George Braddock, Paxton Hoag (arrived late), Tom Horn (arrived late), Kevin Levy, Sue Theolass, Jon Steinhart, Lisa Parker and Teresa Vaughn. Absent Board Members: Sandra Bauer and Arna Shaw. Other Board officers present: Stephen Diercouff (Secretary). Staff present: Kirsten Bolton (Executive Director), Vanessa Roy (Marketing Manager), Anna DiBenedetto (Board Scribe) and Heidi Doscher (Elections/Bylaws Committee and facilitator).

Facilitated by Heidi Doscher.

Bylaws & Elections

Note: Words in green and struck out are the original language. Words in red and italics are the newly proposed words. The italics are NOT part of the proposal but placed solely there to add clarity if someone has a non-color copy.

Motion 1: To change the method of selecting Directors to election by direct ballot and clarify the election certification process.

Heidi: This reflects what we actually do, mail-in ballots referred to as proxy votes by the State, which we have to call action by written ballot.

Stephen: This will be voted on in June by the Board so there are a lot of opportunities for feedback. This won't have a huge impact other than the back of the ballot will have different language.

Whereas the Oregon Country Fair (The Fair) began as a small group who met in person regularly to discuss policy and elect Directors at an Annual Meeting of the membership;
and Whereas the Fair membership has grown to the point that virtually all ballots for Directors are cast remotely by proxy;

and Whereas there is no mention of certification of the election in the Oregon Nonprofit Corporation Act or The Fair's Bylaws;

and whereas by tradition the Membership Secretary and Treasurer(s) informally certify the election after the ballots have been counted;

and Whereas the Bylaws should reflect actual practice as closely as feasible,

The Board therefore resolves to change the method of selecting Directors to election by direct ballot and to clarify the election certification process, and amends the Bylaws to effect these changes as follows:

Article VI:

ARTICLE VI. MEMBERSHIP ~~MEETINGS~~ ACTIONS

1. **Annual Membership Meetings.** An Annual Meeting of the members shall be called by the Board at a date to be fixed by the Board, but in no case later than October 30~~15~~. The purpose of the Annual Meeting shall be ~~to elect the Board,~~ to present the members with a financial statement for the fiscal year then ending, *to introduce Board candidates to the membership,* and to consider any other business that the Board may determine to be appropriate. Agendas for the Annual Meeting shall be set 55 days prior to the meeting. ~~Advisory resolutions may be placed on the agenda for the Annual Meeting upon the petition of 100 or more members by presenting the petition to the Membership Secretary by July 31 or at such earlier time as the Board may designate. Petitions must include member signatures with the name also legibly printed and the member's Fair affiliation.~~

2. **Annual Elections.** *An annual election shall be called by the Board of Directors at a date to be fixed by the Board, but in no case sooner than one week after the Annual Meeting nor later than October 30. The purpose of the election shall be to elect new Directors to the Board, to vote on Bylaw changes that require member ratification, and to vote on advisory petitions.*

Advisory resolutions may be placed on the Annual Election ballot upon the petition of 100 or more members by presenting the petition to the Membership Secretary by July 31 or at such earlier time as the Board may designate. Petitions must include member signatures with the name also legibly printed and the member's Fair affiliation.

The election shall be conducted by direct ballot, with ballots issued to all members via mail, or other means as the Board may provide. The results of the election shall be certified by the Membership Secretary and the Treasurer(s) within five days of the election.

23. **Special Meetings.** Special meetings of the members may be called from time to time by the Board and shall be called by the Membership Secretary upon petition of 100 or more members describing the purpose(s) for which the meeting is to be held. The time and place of any special meeting shall be set by the Membership Secretary provided that all such meetings shall take place in Lane County, Oregon, and further, that notice of such a meeting must be given within 30 days after the petition is delivered to the ~~m~~Membership ~~s~~Secretary. The date of the meeting must be set within 30 days after the date on which notice is given. In the case of a special meeting, notice shall be required as set forth in Section 3 below. The business of any special meeting shall be limited to those matters set forth in the notice. *In the case that the purpose of a special meeting is limited to a vote on the removal of a Director or Directors, advisory petitions, and/or ratifying Bylaw changes the Membership Secretary shall conduct an election by direct ballot in lieu of convening a special meeting.*

34. **Notice.** Written notice of membership meetings *and annual elections* shall be sent to each member using their most recent contact information (which may be a street address, a mailing address, or an electronic address) currently registered in the records of the OCF not less than seven nor more than 60 days before the date set for the meeting *or annual election*. It shall be the

responsibility of the member to provide the Membership Secretary with current contact information. In lieu of sending notice, notice may be published in at least two issues of a newsletter or similar document sent to members using their most recent contact information.

45. Quorum. Two hundred members present in person or by ~~absentee ballot~~ proxy at any duly called meeting shall constitute a quorum except at the Annual Meeting, where those members present in person or by ~~absentee ballot~~ proxy shall constitute a quorum.

56. Voting. All members are voting members. Except as otherwise provided in these Bylaws, all members present at meetings shall be entitled to vote, and the Board may make provisions for absentee balloting. There shall be no cumulative voting. Except as otherwise set forth in these Bylaws, the affirmative vote of a majority of the votes represented and voting shall be required for the adoption of any matter coming before the membership.

67. Membership Lists. Members who desire to send written communications to other members concerning any ~~special or annual~~ membership meeting *or annual election* may request the OCF to send such communication to all members entitled to vote at the meeting *or annual election*. The request shall be in writing and shall be delivered to the principal offices of the OCF not earlier than two business days after the date that notice of the meeting *or annual election* is given, and not less than five business days before the scheduled date of the meeting *or annual election*. The request must be accompanied by payment, in cash or certified check, of the anticipated costs of mailing the communication, as determined by the lead professional of the OCF. Costs may include postage, copying costs, envelopes, and the estimated cost of staff time to mail the notice.

78. Absentee Ballots (Proxies). Subject to such limitations and rules as may be established by the Board or the Elections Committee, a member may cast an absentee ballot by appointing the Membership Secretary of the Fair as proxy to vote an absentee ballot for the member. Such proxies shall be referred to as absentee ballots, shall be personally signed by the member, shall be effective only for the particular meeting *or annual election* for which given, and shall specify with particularity the member's votes. Absentee ballots must be submitted on forms approved by the Elections Committee. Absentee ballots shall be available for all matters for which binding membership votes are required under Article V, Section 6(a), and for such advisory votes as the Board may designate from time to time. An absentee ballot is effective when received by the Membership Secretary or other officer or agent authorized to tabulate votes. An absentee ballot is revocable by the member, and is revoked if the member casting the absentee ballot: a) Attends any meeting and votes in person; or b) Signs and delivers to the Membership Secretary or other officer or agent authorized to tabulate absentee votes either a written statement that the absentee ballot is revoked, or a subsequent absentee ballot.

89. Elections Committee. The Board shall appoint an Elections Committee and make other provisions to ensure fair and accurate ~~elections~~ balloting at both *annual elections* ~~special~~ and ~~annual~~ membership meetings.

Article VII, Section 4:

4. **Vacancies.** Whenever the number of Directors shall for any reason be less than the number authorized, the vacancies may be filled by the affirmative vote of a majority of the remaining Directors. The Board is authorized to fill the vacancy even if the number of remaining Directors is less than the number necessary for a quorum under other provisions of these Bylaws. Vacancies

shall be filled at a meeting where prior notice of the matter has been given in the agenda. The term of office of any Director appointed under this section shall be until the next annual ~~membership meeting~~ *election*, at which time the seat shall be filled by a vote of the membership. ~~Vacancies occurring during an annual membership meeting before the balloting is closed shall be filled at that meeting.~~

Article VIII, Section 1:

1. **Annual Board Meeting.** An Annual Meeting of the Board shall be held at such time as shall be determined by the Recording Secretary within thirty days after the annual ~~membership meeting~~ *election*. The purpose of this meeting shall be to review the status of the OCF, to elect Officers, and to perform whatever acts appear reasonably necessary to further the interest of the OCF.

Article IX, Section 3(b):

b) The responsibilities of the Membership Secretary shall be as follows: to keep a roll of the members and submitted petitions; to select a date for and give notice of special meetings of the members as set forth in Article VI, Section 2; to act as a proxy for members electing to appoint a proxy in accordance with Article VI, Section 7; *to certify the results of the Annual Election*, and to be a member of the Elections Committee.

Article IX, Section 4:

4. Treasurer. The responsibilities of the Treasurer shall be as follows: to keep accurate and complete records of the receipts and disbursements of the OCF; to make such records accessible to the members upon reasonable notice; to supervise and effectuate an annual budget; to supervise a public accountant for the preparation and filing of corporate tax returns; ~~and~~ to prepare a financial report for the annual membership meeting, *and to certify the results of the Annual Election*. The powers of the Treasurer shall be such as are consistent with the performance of the above enumerated duties.

Member Input: None

Board Comments:

AJ: How will this affect current proxy numbers?

Stephen: Currently there are approximately 2,000 votes by proxy each election, and after this change there might only be 5 proxy votes per election. We will still send same number of ballots to people.

AJ: Was there feedback from attorney's regarding this portion?

Stephen: If we ever want to go to online voting, we would need to make this change. Change language from direct ballot to action by written ballot, which is not substantive, although he only had the attorney's response an hour prior to the meeting.

(YouTube video: 0:11:04)

MOTION 2: Establishing a minimum age for OCF membership

Whereas it is in the interest of the Oregon Country Fair (The Fair) to define the eligibility requirements for voting membership in its Bylaws;

and Whereas currently the age requirement is dependent on the age requirement to obtain a wristband, which is an operations matter outside the scope of the Bylaws,

The Board therefore resolves to establish a minimum voting age of 16 years by the date of an election, and amends the Bylaws to effect the change as follows:

Article V, Section 2(a):

a) Any individual is eligible for membership if the individual is registered with the OCF, *has attained the age of 16 years*, and has received either a wristband, other Fair camping pass, or verifiable worker day pass in one of the three previous Fairs, or is a verified elder in accordance with OCF Elders policy.

Article V, Section 2(d): (new section)

d) *An individual must submit a registration form at least 30 days before a membership meeting or election to be eligible to vote at that meeting or election.*

Article V, Section 6(a):

a. Voting. All members ~~who have been members for at least 30 days prior to the date of a membership meeting~~ shall be entitled to cast one vote on any issue brought before the membership.

b.

Heidi: Currently we just use wristband age (around 14), which makes it difficult for Stephen because it changes. This topic has been worked on since 2018.

Stephen: There is a lot of support for ages 16 or 18 even though a lot of folks supported 13 and even 14 as well. Some European countries (Austria, 2007 and Scotland, 2012) moved voting eligible age to 16 and this tends to make more consistent long-term votes vs. suffrage at age 18. Maybe creates a lifetime pattern while in more-stable family environment, vs. 18-year-old young adult lives, which tend to be more unstable. There are some studies that say they are ready cognitively. Wristband age can change and sometimes is quite low. The committee supports age 16.

Heidi: Likes age 16 because we are the Fair and we shouldn't necessarily follow national trend. There are some that support young voters as long as they are on a crew.

Member Input: none

Board Discussion:

Jon Steinhart: The Fair is unique. Has assisted Teen Crew for 15 years and it is hard to get teens to show up on time. It's difficult to have crews graduate from teen crew to adult crews, so 16-year-olds might not be informed enough to be good voters. Probably in favor of letting younger people vote as long as they were volunteering, which he doesn't think it hard to track. Larger number of voters not necessarily good if they are not informed.

Teresa: Middle school teacher and loves them but had supported 18-year age. Was moved by presentation on 16-year suffrage improving lifetime voting and is on board with the change.

AJ: Likes 16 but proposes an exception for anyone who signs up for Teen Crew. Thinks it is a way to get young folks excited about joining and working at the Fair. It encourages 14- and 15-year-olds to start learning the process. People mature at different speeds so wants to support 16-year age but would like to have a way to encourage 14-year-olds to have a chance to vote.

Stephen: Would like to see a hard age in the Bylaws, which would be cleanest way to handle this. Maybe we could have a non-voting Teen crew member on the Board as a way to be involved. If we are going to allow Teen Crew members to vote, it needs to be embedded in the Bylaws. We want to embed all the voting rules into the Bylaws.

Heidi: Teen Crew members have been able to be signed up to vote, but only about a dozen have signed up.

AJ: We don't have high turnout of potential adult voters either, so he doesn't think that is a good argument against including them. It would have a positive effect.

John Alexander: Encouraging young participation is a good thing.

MOTION 3: Clarifying the election certification process and the effective beginning of terms of newly elected Directors

Note: The committee recommends two options for this motion, and includes the first one in the motion itself, with a proposed amendment the Board may wish to consider when debating the motion.

Whereas the beginning and end of a Director's term of office needs to be clearly defined;
and Whereas the Board has a tradition of ceremonially installing new Directors at the annual Board meeting after the election;

and Whereas both the Oregon Nonprofit Corporation Act and our Bylaws are silent on the start of the effective term of office;

and Whereas the default effective date when both Statute and Bylaw are silent is at the time ballots are due at the election, which differs from tradition;

The Board therefore resolves that the term of office of newly elected Directors be effective upon ratification of the election results at the annual Board meeting, and amends the Bylaws to effect the change as follows:

Article VII, Section 2(e):

e) **Term:** Each Director shall serve for three years or until their resignation or removal, whichever occurs first. These three-year terms shall be staggered, with one third of total seats to be filled by a vote of the membership each year. *The term of office of newly elected Directors shall be effective upon ratification of the election results at the annual Board meeting.*

MOTION 3a: Clarifying the effective beginning of terms of newly elected Directors (Alternate term amendment)

Amend Motion 3 as follows:

Whereas the beginning and end of a Director's term of office needs to be clearly defined;
and Whereas the Board has a tradition of ceremonially installing new Directors at the annual Board meeting after the election;

and Whereas both the Oregon Nonprofit Corporation Act and our Bylaws are silent on the start of the effective term of office;

and Whereas the default effective date when both Statute and Bylaw are silent is at the time ballots are due at the election, which differs from tradition;

The the Board therefore resolves that the term of office of newly elected Directors be effective ~~upon ratification of the election results at the annual Board meeting~~ *when the election is certified by the Membership Secretary and the Treasurer(s)*, and amends the Bylaws to effect the change as follows:

Article VII, Section 2(e):

e) **Term:** Each Director shall serve for three years or until their resignation or removal, whichever occurs first. These three-year terms shall be staggered, with one third of total seats to be filled by a vote of the membership each year. The term of office of newly elected Directors shall be effective ~~upon ratification of the election results at the annual Board meeting when~~ *the election is certified by the Membership Secretary and the Treasurer(s)*.

Stephen: Bylaws are silent on when terms began, which means the terms begin when ballots are due (before they've even been counted). That's not how we have been interpreting it. Secretary and Treasurer would certify election, and then Board ratifies at next meeting, which would begin new terms. Arna proposes that "upon certification terms of office would begin."

Member Input:

Diane Albino: Who will approve next minutes?

Stephen: The new Board members, even though they might not have been at the prior meeting. Also, what if something needs to be done before new Board members have been sworn in? That's a current problem. Also issue of outgoing Board members still being active even though they might have been voted out. New Board members signing a confidentiality agreement at Retreat is a policy that could address issue.

Heidi: Could new Board members abstain from voting on the minutes?

Stephen: They could abstain, as long as there is a quorum of old Board Members.

Teresa: First option is upon certification of Membership secretary and possibly another officer, but what is the second option?

Stephen: First option is Status quo: at next Board meeting. Second option is after Secretary and Treasurer certify the votes up to five days after ballots are due.

AJ: Doesn't think Status quo works for us. Advocates for when election is certified. Traditions don't always serve us in the best way. In last two elections there have been questions about how much information can be shared and when. We can create a new tradition.

Stephen: Not taking a position on preference of method. Regarding when info can be shared with incoming Board members, after certification, incoming Board members could sign a confidentiality agreement so info could be shared with them before next Board meeting. We could do a ceremonial passing of the baton at the next Board meeting if people want to maintain that tradition.

MOTION 4: Changing the voting participation requirement to count voting in any election vs. only the annual election as fulfilling the requirement

Whereas the Board wishes to ensure the ability for the greatest number of members possible to vote in an election;

and Whereas when Article V, Section 5(b)(ii) of the Bylaws was written all member votes took place at the Annual Meeting of the membership;

and Whereas due to changes in the Oregon NonProfit Corporation Act we may now be required to conduct some special elections;

The Board therefore resolves to count voting in any election as fulfilling the voting participation requirement, and amends the Bylaws to effect the change as follows:

Article V, Section 5:

- b) Suspension or termination. Membership may be suspended or terminated for failure to:
- i. meet the conditions for membership as provided in Section 2(a) of this Article; or
 - ii. vote in at least one ~~annual~~ membership ~~meeting or~~ election every three years; or
 - iii. comply with these Bylaws or other rules, resolutions, and policies of the OCF; or
 - iv. for actions contrary to the interest of the OCF
 - v.

Heidi: Some folks who voted in recall effort, but hadn't voted in last three annual elections, had to be removed from voter roster, which felt bad. This would eliminate that issue.

Teresa: We need to do all the things we can to encourage more voting and this accomplishes that.

(YouTube video: 0:39:37)

MOTION 5: Changing the petition signature requirement from a hard number to a percentage of members voting in the last election

Note: Some of the changes in this motion assume that Motion 1 passes. If it does not there is an alternate form of the motion below.

Whereas the number of members of the Oregon Country Fair (The Fair) varies from time to time;

and whereas The Board needs to establish a minimum number of signatures on an advisory petition or removal petition;

and whereas The Board does not wish to revisit the petition signature requirement threshold as the voting membership number changes;

The Board therefore resolves to require that valid petitions have the verified signatures of 100 members or 8 percent of those voting in the most recent annual election, whichever number is greater, and amends the Bylaws as follows:

Article VI, Section 1:

1. Annual Membership Meetings: An Annual Meeting of the members shall be called by the Board of Directors at a date to be fixed by the Board, but in no case later than October 30. The

purpose of the Annual Meeting shall be to elect the Board of Directors, to present the members with a financial statement for the fiscal year then ending, and to consider any other business that the Directors may determine to be appropriate. Agendas for the Annual Meeting shall be set 55 days prior to the meeting. ~~Beginning in 2022, advisory resolutions may be placed on the agenda for the Annual Meeting upon the petition of 100 or more of the members, by presenting the petition to the Membership Secretary by July 31, or at such earlier time as the Board of Directors may designate. Petitions must include member signatures with the name also legibly printed and the member's Fair affiliation.~~

Article VI, Section 2:

2. **Annual Elections.** An annual election shall be called by the Board of Directors at a date to be fixed by the Board, but in no case sooner than one week after the Annual Meeting nor later than October 30. The purpose of the election shall be to elect new Directors to the Board, to vote on Bylaw changes that require member ratification, and to vote on advisory petitions.

Advisory resolutions may be placed on the Annual Election ballot upon the petition of 100 or more members or 8 percent of the number of members who voted in the most recent annual election, whichever number is greater, by presenting the petition to the Membership Secretary by July 31 or at such earlier time as the Board may designate. Petitions must include member signatures with the name also legibly printed and the member's Fair affiliation.

The election shall be conducted by direct ballot, with ballots issued to all members via mail, or other means as the Board may provide. The results of the election shall be certified by the Membership Secretary and the Treasurer(s) within five days of the election.

Article VI, Section 3:

3. **Special Meetings.** Special meetings of the members may be called from time to time by the Board and shall be called by the Membership Secretary upon petition of 100 or more members *or 8 percent of the number of members who voted in the most recent annual election, whichever number is greater*, describing the purpose(s) for which the meeting is to be held.

MOTION 5a: Changing the petition signature requirement from a hard number to a percentage of members voting in the last election (if Motion 1 is defeated)

Whereas the number of members of the Oregon Country Fair (The Fair) varies from time to time;

and whereas The Board needs to establish a minimum number of signatures on an advisory petition or removal petition;

and whereas The Board does not wish to revisit the petition signature requirement threshold as the voting membership number changes;

The Board therefore resolves to require that valid petitions have the verified signatures of 100 Members or 8 percent of those voting in the most recent annual election, whichever number is greater, and amends the Bylaws as follows:

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Article VI, Section 3:

3. Special Meetings. Special meetings of the members may be called from time to time by the Board and shall be called by the Membership Secretary upon petition of 100 or more members *or 8 percent of the number of members who voted in the most recent annual election, whichever number is greater*, describing the purpose(s) for which the meeting is to be held.

Stephen: We would never need to change Bylaws on this subject with this percentage change: 8 percent or minimum 100. At first Board meeting in November, everybody would know what that number would be.

Member Input:

Jonathan Pincus: Seems more understandable for membership to have a hard figure. There are a lot of variables about how many will vote in an election including lack of interest or other things going on.

Grumpy: Agrees with Jon. If membership gets too high, number could be greater than 100. Why 8 percent vs. some round number like 10 percent?

Stephen: Eight percent is the number of people who voted in last gubernatorial election in Oregon that are required for a ballot measure to change state constitution. Would publish number every year in annual elections report and it would be on the website at all times. It's not too onerous to have the number vary occasionally as long as it's made available. If we have more voters, we should increase the bar and have more signatures. When we have low voter turnout, 100 would be much higher than 8 percent, but we want a minimum number of signatures.

Heidi: Board gets to make the tough decision of deciding which method they agree with.

AJ: Agrees with Grumpy and Stephen on this. Adding a math component feels too complicated.

Heidi: It took more than 30 years to change minimum number from 25.

Jon Steinhart: We're on a no-growth stance, so we probably won't be growing a lot in the near future, so keep it simple.

Stephen: Even if we're not growing in terms of number of members, we could increase voter participation. Percentage is math that only the Secretary would do once a year and publish, and there is a lot of math anyway, so it would just be one more thing.

John Alexander: Stephen makes a good point. Hasn't seen Bylaws being changed so often in other organizations. We need to make Bylaws more flexible so we don't have to change them so often. We want a more engaged electorate.

6. Setting a time limit to submit the required number of signatures for a petition.

Stephen: Currently, there are no limits to the signature gathering process for a petition. A petitioner could submit signatures, not reach the threshold of valid signatures, and submit supplementary petitions for an unlimited time period. We would like to put some constraints on that — perhaps limit the number of submissions, or limit the amount of time between the first submission and the last one. The joint committee decided that this was more a policy issue than a Bylaw issue, and will recommend that the Board send this issue to the Elections Committee for further consideration. Please feel free to contact me or the committee if you have any questions about any of the proposed changes. We'll keep the draft working document up to date as we clarify the proposed language. This is a policy issue rather than Bylaws. Recommend that they refer this to the Board to pass a policy.

Member Input:

Jonathan Pincus: If it has to do with elections in any way, it is not policy and should be in the Bylaws. Does not support significant reduction in time for that.

Stephen: Not going to be proposed as Bylaws change to Board at this time, but it could be considered at future date. Amount of time to submit a petition is infinite currently, so we do need a time constraint. It's not sustainable to have people turn in petitions repeatedly over the years as they gather more signatures. Not sure what mechanism we need, but it needs to not be open-ended.

Steven Berkson: What is the problem with having people gathering more signatures over long period? How do we certify if they have enough signatures?

AJ: What problem is it fixing is a good question to ask ourselves. State statutes are referred to a lot, but OCF is unique.

Heidi: Advisory petitions do have a deadline for the Annual Meeting. It's expensive to have separate vote outside of the Annual Meeting, which would be a problem that a time constraint would solve.

Jon Steinhart: Not sure which problem this is solving either. If we set a time limit it needs to be lengthy because a lot of members are out of touch most of the year. We might need to allow for collecting signatures at the event.

Stephen: Refers to state laws because they are established systems. Petition took a lot of time and money last year. If a petition did not have enough signatures on it, would he be able to reject it? He had to spend a lot of time trying to figure that out, so it was a problem due to so many uncertainties. When he received petition last year, a lower number of signatures than expected were able to be validated. Being able to verify and give feedback to petitioners in real time would

be useful. Maybe we could have a long limit, such as a year, but infinite timeline is not prudent. Removal action petitions could happen any time of the year. We don't need to address this immediately, but it is a real problem.

John Alexander: Agrees with AJ and Jon Steinhart: any policy or Bylaws changes should address a problem. Also thinks that each time around we need to ask ourselves: why are we different and how is that serving us. Just using precedent is not always good. We are still transitioning from operational Board to policy Board. We could possibly borrow Bylaws from very successful Bylaws from other organizations.

Teresa: Likes the idea of an ending; boundaries are good. Agrees that being generous is important. Things need to be timely. I could have signed something four years ago and it might not be relevant anymore. As a signer I would like the safety of knowing it won't be used many years down the road. Concurs with what John Alexander said. Appreciates the research from State of Oregon to provide context, but also agrees with AJ that we are different.

Kevin: Agrees with Teresa. Does not feel comfortable with it being limitless. If a petition doesn't work, maybe the petitioners could just start another petition, which he doesn't think is right.

Paxton: Most petitions that members have done, signatures have been gathered at the Teddy Bear Picnic. Likes a deadline so maybe we need to define a starting period. A three- to four-month limit of signature gathering seems appropriate.

Stephen: Regarding mechanism: If someone wants to circulate a petition, first they should send proposed petition language to Secretary to make sure it is in legal compliance with Code of Conduct. That is when the process should begin. Does not have a proposal of complete time limit, just *something*. Regarding Kevin: In California there are recall efforts almost every year for Governor that almost always fail. There is nothing to stop people from trying again after failing. We are talking about different issues.

AJ: What is the longest petition in OCF history?

Stephen: Nothing longer than one year.

Heidi: In her time, there were mostly advisory petitions that had deadlines. Didn't need second meetings for removal action.

AJ: That makes my point, we haven't had any ongoing petitions at Fair.

Heather: It's easier for everyone to have structure. We can solve problems before we have them. We saw some potentialities and can be proactive. They should turn in signatures every 30 days and they could find out how many are good. You shouldn't wait for someone to die to put in a stop light.

(YouTube video: 1:17:10)

Bylaws Proposals <https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2024/03/OCF-Bylaws-Proposed-Amendments-2024-03-01.pdf>

Stephen: After reviewing very recent attorney's comments, he is seeing that she pretty much accepted all the proposed changes and really only had comments on the first proposed change.

Motion 1 Bylaws summary:

Heidi: Change method of selecting Directors to written ballot; puts certification with written ballot; doesn't address terms of office; change membership meetings to membership actions, the Annual Meeting would introduce Board candidates rather than electing them; changing date to October 15 instead of October 30 (time to turn in ballots); changing absentee ballot to proxy (allowing proxy votes for some but eliminating most); change membership meeting to election.

Member Input:

Steven Berkson: Apologizes for not being able to attend any prior committee meetings. In favor of change because language around elections has not comported with our practice. Elections already complete before the Annual Meeting is even held. We need to take more time. We need a chance to digest new language. We need clarity and could implement later even if passed this year. Inconsistency between the Annual Meeting being to introduce candidates to the membership, but then it says you don't have a quorum if you don't have 200 people at the Annual Meeting and go onto counting people who have already voted. Recommends moving the Annual Meeting and calling that the beginning of the process or close of nominations and candidate forum. Give people 1 month to vote after the Annual Meeting. Benefit of declaring early is that you get free publicity from being printed on ballot. There is no requirements to hold election at the Annual Meeting. Reframe things and move the Annual Meeting to beginning and call that the close of nominations.

Jon Pincus: Agrees with some of things Steven just said. Puzzled by changing of words that change the Annual Meeting to election. Meeting is just a meeting and information sharing. Meeting kicking off election is a good one but don't want to foreclose additional candidates. Information shared at meeting might influence how people vote.

Heidi: Due date for ballots would be after the Annual Meeting.

Stephen: Don't have process of nominating people for Board elections. People declare candidacy in August, well before the Annual Meeting. We have the Annual Meeting of membership in October, where reports are given and Board candidates are introduced. Then in November there is an annual meeting of the Board members. Here we're talking about Annual Membership meeting. We could consider having the membership meeting in August. This reflects the reality that most people do not go to the Annual Meeting in person anymore. This gives remote voters a chance to participate. Otherwise, proxy ballots would need to be due at the Annual Meeting. Attorney says we currently need all proxy ballots returned by end of the Annual Meeting. This proposed change gives remote voters more time to vote. Right now, just wants to make what we're doing is a hundred percent legal and prepare us for online voting in future.

Teresa: Steven Berkson — please share other issues/concerns with her.

Heather: Feels handicapped because use of word "proxy" makes no sense. Definition of proxy is "authority to represent someone else, especially in voting," which makes no sense in this context. Other definition is "person holding authority for another." Please explain why we use this word and what attorney says about it.

Heidi: State statutes don't refer to absentee ballots at all. Secretary is designated proxy for absentee ballots.

Stephen: What Heidi says is essentially correct. Bylaws as written, cannot accept direct ballots from members. Back of ballot says you are assigning Secretary of Fair to vote for you as your proxy. Proposed change means your ballot is your vote. Last fall he cast 1,300 ballots for people because it was the only mechanism besides in-person voting at the Annual Meeting. Last year not a single ballot was issued at that meeting. Those were ballots that were previously issued and turned in by proxy. This proposal eliminates most of the proxy voting. This is not a major change and just reflects what we do in a more straightforward way and sets the stage for future online voting.

John Alexander: With new database, maybe we could keep mail-in ballots but could also do online voting?

Stephen: We could do it with current Bylaws only if each member voted online and gave him proxy authority. If we enact the changes, we wouldn't have to do any of that.

Jon Steinhart: We're a few years away from being able to vote online because we have other priorities. This is a minor change and is independent of other issues. What's getting lost here is that using proxy language is a technical fix. I support this change because it's changing Bylaws to reflect our actual behavior.

Paxton: He was involved in original proxy discussion and it was equally confusing then too, but it was crafted to follow state rules. Supports moving away from proxy voting. Would like to get to online voting.

Stephen: At time proxy mechanism was enacted, it was the only legal way. Statutes have changed in recent years, and this is a new mechanism to get rid of proxy language and it's just a technical cleanup. We can look at other changes later.

(YouTube video: 1:41:35)

Motion 2 Bylaws: Establishing a minimum age for OCF membership.

Heidi: Adds age 16; registration form needs to be submitted at least 30 days before the annual membership meeting.

AJ: What is mechanism that you will account for age?

Heidi: Membership form asks for birth date.

Stephen: Wristband recipients give DOB as well and he can find that in Inventory database.

Upcoming Board Meeting: April 1, 2024, 7 pm via Zoom

Meeting Evaluation

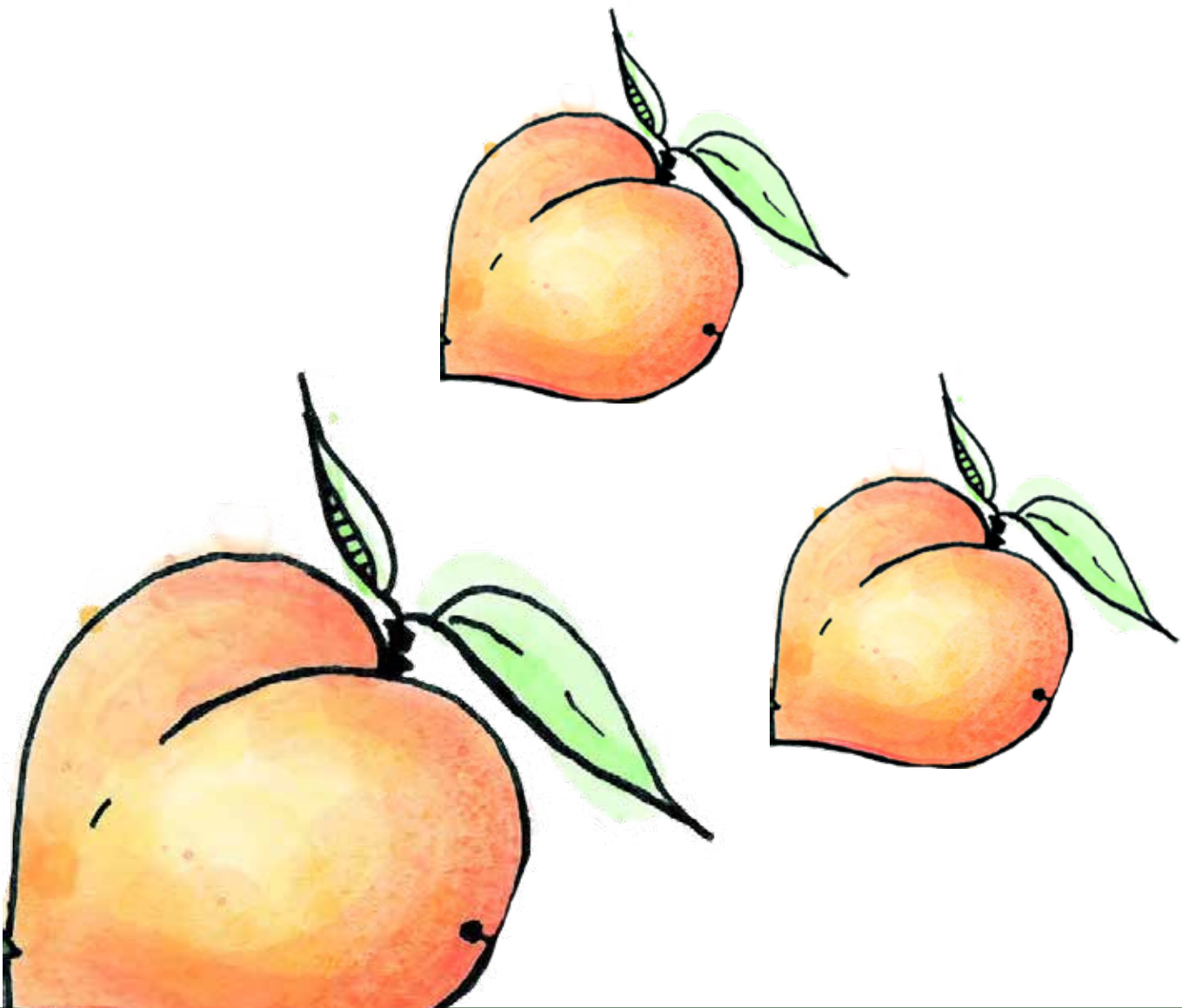
(YouTube video: 1:48:01)

AJ: We covered a lot tonight. We don't have the full picture of how these changes sit with our attorneys. At the next meeting, will you have all the attorney's feedback embedded? It was a good meeting. These are serious topics. Enjoyed participation.

Stephen: Appreciate everyone's input tonight. Most are fairly technical changes. He has been working on these for several years now. There are no substantive changes from attorney's review. Almost all her changes were in the first proposal and were just wording to make the Fair compliant with state statutes. Use same language as statutes wherever possible so it's easy to see how our Bylaws correlate to the statutes. On topics 2 through 5, there are almost no changes.

For those who think this is rushed, we've been talking about this for several months, including last fall when permission to create ad-hoc committee was given. By June, there will have been plenty of exposure.

John Alexander: Impressed by our committees. Well-researched and well-run meeting with even-keeled discussion. Age thing should maybe be pulled out and discussed with public. Great meeting, but remember what is fact vs. opinion. "What makes sense" is subjective. Try not to take people's words out of context. Wonderful meeting overall, thanks for being so well prepared.





Board of Directors Meeting

April 1, 2024, 7 pm

(Subject to approval by the Board at the May 6, 2024, Board meeting)

Zoom remote online and live streamed on YouTube

YouTube recording link: <https://www.youtube.com/watch?v=TNZ-3VzFoog>

Board Directors present: John Alexander, Anthony “AJ” Jackson, (President), Sandra Bauer, George Braddock, Paxton Hoag, Tom Horn, Kevin Levy, Arna Shaw (Vice President), Sue Theolass, Jon Steinhart and Teresa Vaughn. **Absent Board Members:** Lisa Parker. Other **Board officers present:** Hilary Anthony (Treasurer), and Stephen Diercouff (Secretary). **Staff present:** Kirsten Bolton (Executive Director), Mark Malaska (Co-Event Manager), Alexis Maddock (Site and Facilities Manager), Vanessa Roy (Marketing Manager), Norma Sax (Office Manager), Alex Zabala (Office Assistant), Sunny Arthurs (Assistant Event Manager), Steven Berkson (Facilitator) and Anna DiBenedetto (Board Scribe).

The meeting was facilitated by Steven Berkson.

Announcements

AJ: Everything we do tonight is real and not an April Fool’s joke.

Sue: Saturday Market starts this Saturday!

Norma: Spring Fling is May 4 at Wow Hall. Raffle as usual. Live music. Please donate to raffle through Norma at norma@oregoncountryfair.org.

Sandra: Personnel Policies Committee is doing call-out for new members. Will be posted on .net site and in FFN.

Arna: Board has received Committees Annual Reports. Thanks committees! Board will be reviewing them all.

Minutes Review

(YouTube video: 0:04:00)

The Board approved the minutes of the March 4 meeting by unanimous consent.

Agenda Review and New Business

Jon Steinhart withdrew the motion for the task force on Equity, Diversity, Inclusion, and Belonging that was going to be Old Business tonight after receiving lots of feedback after last month’s meeting, giving more time to review the motion. Many people wanted to remove cultural appropriation from the list; has learned that it’s different than EDIB. Maybe we can make a separate task force for that. The Board puts motions up on the website over a month in advance.

Please email us feedback early and often, before Board meetings, so we can process things before voting at Board meetings.

The Board approved the April 1, 2024, agenda by unanimous consent.

Member Input

None

Staff Report – Executive Director

Administration

Per the Board motion to release Committee Meeting Recordings, here are the details on accessing them. All open meetings will be placed on the .net site starting April 4. There will be a link on the Committee and Work Group page to access the recordings. The link will take you to a Google drive where they will be organized by committee. The .net site is not discoverable in a Google search. You must enter the entire address into the browser to get there. This gives some security that the Committee Recordings will not be able to be seen by those not affiliated with OCF.

Amplified Sound Task Force

The application window ended March 31. Currently reviewing applicants and selecting members. The task force will be comprised of 10 to 15 volunteers. First meeting will occur in late April 2024. The 2024 Amplified Sound Permit application is on the .net site under General Info/Documents.

Preparation for the 2023 Tax filings is well under way. We are submitting for an extension, as we do every year. Expect them for review by the Board in September.

Event Management

2024 Contracts: (1) LTD: has agreed to provide bus service in 2024. (2) AT&T COW: still working on changing their minds. (3) Verizon: met with them on March 27 to discuss logistics. (4) T-Mobile: still waiting on logistics meeting. (5) We have selected United Site Services to provide porta-potties for the 2024 event. They were selected because their quote demonstrated significant savings. Honey Buckets will continue to service our porta-potties outside of the event on a monthly basis, which they have done for years, and we thanked them for their years of service. (6) We signed a contract with White Bird Rock Medicine for medical services. We no longer have a contract with White Bird Clinic for medical services. White Bird Rock Medicine is organizing as a 501(c)3 and will award grants to local nonprofits. White Bird Clinic is aware of this change and are unable to provide the service directly to us this year.

2024 Permits: (1) All Lane County Permits have been submitted: Far Side Campground; Zenn Acres Campground; Alice's Campground; Marshall's Campground; Dahinda Acres Campground; Far Side Outdoor Assembly Permit; Right of Way; and Dance Pavilion Building Permit. (2) We are

currently working on the permit to replace the Winery House that burned down; it is called Verification of Replacement Rights.

The Spring Fling is set for Saturday, May 4, 2024, 6 to 10 pm at the WOW Hall. Band is Marty Chilla and a Side of Beets. Raffle Tickets are available on the .net site now. This is a fundraiser for Culture Jam.

Culture Jam will be Thursday, August 1, through Thursday, August 8, 2024. Applications will open on April 15. Go to Culturejamyouthcamp.org to apply.

Site

Emerald Ash Borer Response: The Fair received a donation of 360 alder saplings and 100 Ponderosa pines. They were potted on Saturday, March 23, and are staged at Dug's Green. Thank you to the volunteers that participated: David Hoffman, Dave from Green Thumb and Sean Bolton.

Reminder of the Guidelines on Invasive Species and Wood. Invasive species threaten our natural ecosystem and must never be brought on site. Clean camping gear, vehicles, and footwear before coming to the site to prevent spreading seeds of invasive plants. Non-native plants should not be introduced without permission of the Site Manager. To help prevent the invasion of the tree-killing beetle known as the emerald ash borer, and other harmful insects, fungi, and blights (e.g., sudden oak death), ash wood is prohibited, unless previously coordinated with and approved by the OCF Site Manager. Crafters or booth representatives who utilize wood or plants in their products should contact the Site Manager for discussion of environmental safety protocols and best practices. Firewood, plants, soils, woodchips, wooden booth construction materials and decoration materials (excluding de-barked, kiln-dried professionally milled lumber) can be vectors for disease and invasive species.

To obtain firewood for burning on-site, please contact Quarter Master or site employees. Additionally, in efforts to prevent the spread of pests and diseases, no firewood is to be taken from the site. Individuals observed bringing firewood from offsite or removing firewood from the site are subject to confiscation of firewood. With regard to invasive species and harmful fungi and blights, please inspect materials, products, clothing, shoes, and vehicles for potential invasive insects and seeds and remove any potential vectors from relevant items before coming to the Fair.

Wooden pallets may also carry invasive species or be heavily treated with chemicals. Thereby, wood pallets are not to be brought to site for use in campgrounds, other personal uses, or for firewood. Operations will coordinate the removal of wooden pallets brought to site via product delivery as they arrive.

Compost Slab: The first pour happened on March 26, 2024. The final pour is scheduled for April 1, 2024.

Marketing

2024 Tickets: Three-day tickets went on-sale March 15. We have sold more than 1,700 three-day tickets. These will stay available until they sell out, or we see they aren't selling much and we will move the inventory to the General Admission tickets. General Admission Early Bird tickets go on

sale on Monday, April 1, through June 15. General Admission Regular Price tickets will go on sale on June 16 through the event. Tickets may be purchased at the Eugene office starting Monday, April 1. Tickets will be sold on Mondays and Tuesdays only of each week, from 12 to 4 pm. Last day to purchase tickets through the Eugene office will be Tuesday, June 25.

Printing

Guidelines: 2024 Digital Copy of the Guidelines is on the .net site. Printed copies should be in-house March 29. Vehicle Stickers: All due in-house by May 1. Food Vouchers: All due in-house by April 15. VIP Passes: Done. Worker Day Passes: Almost done; currently being printed from the Afton ticket system. Wristbands: all due in-house by April 15. Three-Day: Staff, Teen, Teen Crew, Booth.

The .Org site has a great new look. Big thanks to Lauren Jerome and Jocelyn Blore for their excellent work on this. Be sure to check it out. The .net site will be updated after this year's Fair.

Treasurers' Report

(YouTube video: 0:16:01)

Hilary: This is the time of year when the next four months will determine the following year's financial situation. Since COVID we haven't been as confident about what kind of year we are going to have. We have been adjusting revenue depending on projections. We've put off capital improvement projects in an effort to not over-commit. We have so much delegated responsibility for spending in this organization. New Coordinators can get a credit card through Norma, and she can provide reports to monitor budget. Norma can also do reimbursements. Talk to staff liaison if you cannot stay within budget so they can help you.

Committee and Working Group Reports

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

Arna moved and Jon Steinhart seconded that the Board has received the below committee meeting reports and approved minutes as read. Motion passed: 10-0-1; AJ abstained.

Craft Committee met on February 13, 2024 and the minutes are here:

<https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2024/03/CC-Minutes-2-13-2024.pdf>

Fixed Assets Committee met on October 9, 2023 and the minutes are here:

<https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2024/03/FAC-Minutes-10-9-2023.pdf>

Fixed Assets Committee met on November 13, 2023 and the minutes are here:

<https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2024/03/OCF-FAC-minutes-11-13-23.pdf>

Food Committee met on January 23, 2024 and the minutes are here:

<https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2024/03/1.23.24-Food-Committee-Notes.pdf>

Path Planning Committee met on March 17, 2024 and the Board report is here:

<https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2024/03/3-17-2024-Path-Planning-Board-Report.pdf>

Budget Committee met February 7th and the minutes are here:

<https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2024/03/Budget-Committee-Minutes-Feb.2024.pdf>

Committee Best Practices Working Group met December 6, 2023 and the minutes are here:

https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2024/03/CBPWG_Minutes-12-6-23.pdf

Elders Committee met on 2/22/24 and the minutes are here: <https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2024/03/Elders-Committee-Summary-2-22-24.pdf>

Old Business

(YouTube video: 0:21:10)

Approve 2024 Logo Items (Sue Theolass & Arna Shaw)

Sue moved and Arna seconded to approve the 2024 Logo Items.

Member Input: None

Board Discussion:

Sue: Wants to make sure all Board members have looked at the items because they are entrusted with the logo.

Sandra: Looked at them and thinks there is an interesting mix.

Teresa: It's thrilling to see them first. Great items.

Paxton: Looked at all the items and likes the new and old ideas with the logos.

Sue: Thank all the juried crafters that submitted the items. Huge thanks to Craft Inventory and Jeff Harrison for shepherding the process.

Motion passed by unanimous consent.

(YouTube video: 0:25:01)

Fair Community Support Policy (Teresa Vaughn, Arna Shaw, Sandra Bauer, AJ Jackson, George Braddock, Kevin Levy & Jon Steinhart)

Lily (Member of Fair Care Work Group): How did we get here? In 2019, Behavior Standards workgroup was created, tasked with writing policy for Fair concerning people and relationship operations. In 2021, the Board passed the updated Grievance Procedure. In the fall of 2022, the Board passed a motion directing Faire CARE to work on a new policy “progressive and measured responses” when Code of Conduct violations occur. In 2023, the Progressive Solutions policy procedure was presented. This did not pass. “Difficult to follow.” In 2024, a streamlined Fair Community Support Policy is up for vote.

Robbi (Craft Inventory): Member of Fair Care Work Group. We’ve been asked: Why a policy rather than a procedure? Where we understand (completely), it can be comforting to read a procedure in advance of having a conflict; that hasn’t worked for us. We tried it multiple times. Multiple people in multiple decades have tried different iterations and it never worked. We also tried a mix of policy and a procedure, and the critical policy was too much information. We’ll still use the Progressive Solutions policy as a jumping off point for our internal procedures, but based on your feedback, we’re presenting a streamlined policy.

Why is it comforting to read in advance? Individuals can feel like there is less of a chance for inequitable outcomes if the process is spelled out. What actually happens is the process is prescribed, so the administration has to bend the process to attempt to fit the situation as much as possible. This doesn’t work for anybody — the process can’t be bent far enough to properly fit the situation and the intervention may or may not work. The respondent feels like the rules have been thrown out and what was the point of them anyway. Or, the situation is so outside of how the process was written it is simply not able to be used, significantly delaying dealing with the incident. This all leads to distrust and under reporting.

What are the larger changes? The focus has changed from filing a grievance in response to a violation of the code of conduct, to a request for support when conflict arises. The process is designed to be faster and flexible enough to address many different kinds of conflict. As is appropriate to bring forward to a governance board, we are proposing a policy rather than a detailed procedure, which we’ve already tried and didn’t work well.

Lily: What is not Changing? We will still have access to all the same interventions (mediation, restorative justice, etc.) and these will continue to be our preferred method of resolution. We currently do operational behavior interventions. We are simply formalizing, streamlining, and standardizing. Documenting will give us the chance to review similar incidents before decisions are made, increasing equitable outcomes. What kinds of conduct is covered: every listed policy, law, rule, guideline or behavior listed could be addressed by operational intervention now. We have made zero changes.

Lou Lozada: Mediation Crew merging with Cedar Mediation team, but each will maintain their focus. It’s going to make more sense for our community if we are centrally located. We can share information and trainings. Crews are excited about the change.

Robbi: What checks and balances will exist? Respondent and reporters will both have opportunities to provide information to be considered during the process, i.e. extenuating circumstances, new information, etc. The leader assigned to a decision role will be trained (including what a conflict of interest is, etc.), and have lots of support available including coaching, past practice/equity review and more. The leader could be a member of staff, volunteer management, our legal representation, external experts (like a professional mediator), etc. At certain (more serious) levels of a behavior intervention, the respondent may request a review of the process or decision. The review would be carried out by a different leader.

The Fact Finder(s) assigned will have access to the Association of Workplace Investigators resources, will receive training and support from their colleagues and experienced professionals. Our working definitions will be posted and kept up to date. We will solicit feedback from those involved with the process (witnesses, respondents, reporters, Fact Finders, etc) and continue to refine our practices, documentation and procedures. We expect to review our internal practices by the end of 2025.

For questions, email faircare@oregoncountryfair.org

Jon Steinhart moved and Tom seconded to terminate the Grievance Procedure, effective immediately. The OCF Board passes the following Fair Community Support Policy and directs management to implement process and procedures to support this policy as soon as possible.

Fair Community Support Policy: OCF requires all persons interacting with the Fair (volunteers, community, vendors, artisans, paid staff, etc.) to be aware of and follow all OCF policies, procedures, and guidelines. Fair participants must demonstrate commitment to their roles through satisfactory performance. In addition to performing the functions of the position, participants are also expected to demonstrate successful (as defined by OCF standards, policies, procedures, Code of Conduct, Guidelines, or applicable laws) interactions with others. In addition, all persons interacting with the Fair are required to abide by all federal, state and local laws. If individuals do not follow policies, procedures, Code of Conduct, Guidelines, or applicable laws, the OCF may take action. OCF participants are required to participate in fact finding, behavior correction, or other related processes that OCF deems appropriate to resolve the situation.

Many situations may be resolved through verbal counseling, coaching or discussion with the individual; however, some incidents, even one-time incidents may be serious enough to merit a written warning, suspension, final warning, removal of position or a recommendation to the Board to remove membership, or other Board appointed roles. The seriousness of the issue and the participants' history will be considered when determining the action taken. Each incident will be assessed to determine the participants understanding of the rules and expectations, their willingness to follow them, any systemic failures and obstacles interfering with compliance, such as equipment malfunctions, and whether the action was the result of an excusable mistake, an inexcusable error or deliberate action.

In situations where a participant repeats the unacceptable behavior, the following action(s) may be progressive. However, there may be situations where the severity or impact of the unacceptable behavior will warrant moving immediately to a final warning, removal of position, a recommendation to the Board to remove membership or other Board appointed roles. OCF

reserves the right to combine or skip steps depending on the facts of each situation and nature of the issue.

Examples of performance and conduct covered by this policy may include, but are not limited to: Violations of OCF policies, federal, case law or state laws; Violations of protocols, regulations and procedures governing safety or compliance of OCF participants, Misuse of fiscal or electronic resources or OCF facilities, inappropriate behavior, insults, solicitation or any other violation of the Code of Conduct or Guidelines, attendance and absenteeism, poor conduct, quality of communication and demeanor, frequent substantiated participant complaints.

Definitions: The list of definitions is provided to create a basis of understanding of terminology commonly associated with our Fair Community Support process. These may change over time based on case law or other relevant needs of the Oregon Country Fair. See our current list of definitions here (link will be activated after approval of this Policy by the Board). Guidelines <https://oregoncountryfair.net/documents/>

(YouTube video: 0:38:50)

Member Input:

Adam: Thank you for bringing all this information. In terms of leaders, when we are dealing with behavioral issues, that remains in Operational purview. I am Craft Inventory coordinator and we are dealing with an issue, would someone from Craft Inventory still be the leader? Will there be training provided and will we still deal with behavioral issues in relation to the Guidelines?

Robbi: Training will be provided to Coordinators. Somebody will report something to their email or a form and they will decide who the appropriate leader is based on what kind of conflict it is. If it's attendance, it could stay with the Coordinator, but not every time. Sometimes we'll assign someone who has lots of experience with that kind of conflict.

Lawrence Taylor: Lots of questions but will focus on one. In section about possible areas covered: violation of OCF policies, case law federal or state law, assumes they include local municipal laws too, but what is a violation of case law?

Robbi: In the big view, there is a lot of case law that we must follow, such as confidentiality, hate speech, Roe vs. Wade, etc.

Jonathan Pincus: Shares LT's concern. Maybe re-confer with attorney on this. Case law is not law, it is history of judgements about statutes or federal law or whatever jurisdiction that pertains. Legislatures and governing bodies make laws. Case law is judges' opinions or adjudication of those laws. Latest interpretation of a judge can change at any time. It's a high demand to expect Fair family in general to understand or know anything about case law. Concerned that people are required to comply with Federal statutes. Encourages everybody to think about that. Oregon statutes differ from Federal law in important ways, in particular ways that apply to Oregonians and Fair family in particular. Glad the policy has been picked up, but motion doesn't specify who is picking it up.

Lawrence Taylor: Case law does not control behavior of individuals. Statutes control individual behavior. With all due respect, does not believe individuals can violate case law.

Robbi: This survived the attorney reviewing it.

Jon Govsky: Case law is law based on judicial ruling. Doesn't understand the fuss about asking us to follow case law.

Adam: Coordinator might be dealing with violations of guidelines and work he's doing is based on progressive discipline and may end up removing someone from event. How will things be routed and reviewed for who the responsible person will be? Will there be a filter triggered before it goes back to the Coordinator only if respondent makes formal complaint?

Lily: Are you asking if a Crafter asks for support in reviewing decision, how would it be handled? Craft Coordinator responsible to make a decision or does it go to another level?

Adam: Guidelines violation and dealing with disciplinary procedure up to point of their removal. How does expelled crafter find support in new system? Poor quality of communication and demeanor seems too vague.

Lily: Talk offline about such specific issue. We are not trying to take freedom to do your job away, but if he needs support, BUMS and other folks in your committee might be able to help both you or affected crafter. Support Administrator would be available if the decision was questioned.

Shell Bell: Thank you for your three and a half years of work and possibly upwards of 1,000 hours. Left a lot of room and space to give staff space and grace to customize. Sounds like growth. She is not paranoid and believes there is no nefarious intent and trusts us and the process. Thank you for coming back and being collaborative.

Board discussion:

Tom: Echoes what Shell Bell said. Thanks for hard work!

Jon Steinhart: Thanks for hard work. Urges Board support it. Complaints at Fair often don't have a good way to handle them, so now we can resolve them instead of letting them fester.

John Alexander: Echoes Shell Bell. Thank you for all the hard work and this is a long time coming, we need this.

Arna: Great presentation, great work. Thank you for the work that you've done.

AJ: Acknowledge that over last three and a half years that he has been on the Board, he has witnessed the hard work. Has asked several times for them to go back to the drawing board and they have risen to the occasion each time. Thank you for volunteering your time and taking the heat for such an important policy that will relieve some of the stress that has been on our organization for a long time. As a person that has been involved in a grievance, he has paid very close attention to the presentation and feels like feedback has been heard. Thank you for your effort!

Kevin: Thank you all for hard work and dedication. Perseverance shows dedication to work. Now we will have a flexible working document to find best way to tackle issues.

Paxton: Over the years he has been on the Board, he has witnessed 4 grievance re-writes, only the second one has worked. Would like another workshop on this, has concerns that it will be able to be abused, but appreciates all the hard work.

Sandra: Thank you for coming up with new way to deal with interpersonal issues, which has been needed for a long time. Over time a policy like this can help us even out some of the discord that we experience as an organization. It's been a huge piece of how we bring ourselves back together and its greatly appreciated.

Teresa: Comment that one thing that excites her is collaboration between different groups so we can see what kinds of issues we have across the groups. Thinks this is less likely to be abused than old policy. This has been needed for a long time, thank you!

Motion passed: 10-0-1; Sue abstained.

(YouTube video: 1:05:00)

Amend Bylaws: President & Vice President must be duly elected Board Directors (Arna Shaw & Sandra Bauer)

Arna moved and Sandra seconded to refer to Bylaws Committee to amend the Bylaws by adding that the President and Vice-President(s) must be duly elected Board Directors.

Member Input:

Lawrence Taylor: Supports motion but thinks it only goes halfway with respect to defining officers. It's at least equally important that Treasurer and Secretary not be Board members. Urges Board to consider completing the cycle now or in the near future.

Board Discussion:

Sandra: Elected members of organization should be accountable to the membership, through process of annual elections. Positions need to be filled by people who have been vetted by and elected by membership.

Arna: These officers need to be elected because they represent the Fair to the public. Understands LT's comments and didn't include what he is saying but she does believe that Treasurer and Secretary have different skill sets that may not be on the Board. We do best when we have a continuous Treasurer and Secretary, not changing every time we get a new Board. We have had officers that were not elected and felt that it was not right. Bylaws Committee is busy right now, so maybe they can wordsmith this in the near future when elections stuff is approved and finished. Wording can change as long as intent is the same, no rush.

Paxton: Going to vote against this because it closes off an option that we need to keep open. Board members are elected by membership, and they are the ones that pick the officers, so he doesn't like closing off options.

John Alexander: Doesn't feel like he's had enough conversations about this yet. Maybe we need a super-super majority to select officers that were not elected Board members. Maybe officers could be direct elected by membership? Let's write job descriptions about these positions.

Stephen: Point of order. This motion confused me a bit because I wasn't sure what it was doing. If it is to be referred to the Bylaws Committee, the motion should be amended to stipulate that.

Arna: Moved to amend motion to include "refer to Bylaws Committee to."

Approved by unanimous consent.

Kevin Levy: Makes sense that it should be duly elected Board members, so we avoid cronyism.

Motion passed: 9-2; Paxton and Sue opposed.

(YouTube video: 1:16:57)

Dissolve the Community Center Committee (Jon Steinhart & Sandra Bauer)

**Jon Steinhart and Sandra seconded that the Community Center Committee be dissolved
(Jon Steinhart & Sandra Bauer)**

Hilary: I was on the Community Center Committee from its start. The committee agreed to go inactive after completing its assigned task — to investigate the building of a community center.

By the time we completed that project we had, thanks to Thom Landfear, some very good information about land use, special use permits and grey water. We also had a design that addressed issues of size and location. I learned a lot of the shortcomings of having designers work with a membership organization. I think this is why we ended up with a design that was for a net zero building that would cost an estimated \$7million, rather than a simple building with a good industrial kitchen. Even if we had made the effort to alter the design to be closer to 2 or 3 million dollars, the project had become so controversial that fundraising would have been impractical. The designers didn't accept including a cost criteria as a design parameter. That, in my view, was a fatal flaw.

I'd like to acknowledge the big efforts made by Steve Gorham, Andy Strickland, Randy Turney, Thom Landfear and Lynda Gingerich in support of this project. Andy and I talked up a lodge as early as the 1990s; That idea morphed into an upland kitchen, with dining area, which became a "community center," that being the name used by local land use code to describe a kitchen and meeting space.

The dream started as having a permanent kitchen and an indoor space that could be used for meetings year round. Simple, straightforward. There was lots of back and forth about how many other features that building should have — and as we acquired other buildings, the pressure was relieved from this project as needing to solve all our needs for meeting space and other indoor uses.

We still do not have a permitted kitchen that can be left in place year round. I still think that our organization could have afforded a 2- to 3-million-dollar project, that there would have been savings, and great community benefit. Sunsetting this committee is fine with me. But I encourage folks to keep the idea alive and look for the right moment to try again.

Jon Steinhart: This is a housekeeping measure. Appreciates work done on this committee. They are already sunsetted. We can create a new committee if we need to restart work on this. Website needs to be maintained and Liaisons assigned if the committee remains.

Paxton: Was involved with Community Center project for a long time. Involved large amount of Fair family. Went through many meetings over the years and got to point of filing plan with the County to start permitting process. Agrees with Hilary that without adding financial requirements, we ended up with pie in the sky designs. We need a 200-person meeting room with a kitchen in the \$2M to \$3M range. We did not sunset, we were waiting for further

recommendation from the Board. There is a lot of work to finish. To Hilary: There are dedicated funds. How does disbanding the committee affect the money?

Hilary: We have about \$45,000 donated money for community center. Cannot be spent on anything other than a Community Center without donor permission (6 donors) but money doesn't need to be returned right now.

Sandra: Was on Community Center Committee for part of the time. It had become very complicated. We couldn't just have a kitchen, we had to have a Community center due to County requirements and it wasn't a good fit for what we needed. Last iteration was in \$8M to \$9M range and it would have broken us in Covid if we had proceeded. Housekeeping is important but the committee could be revived in future. In Fixed Assets they are talking about kitchen alternatives because it's important to our organization; need to solve kitchen problem. This committee isn't the one to solve that. We should get used to doing housekeeping cleanup, so we don't have inactive committees without appropriate charter.

Motion passed: 9-1-1; Paxton opposed; Sue abstained.

(YouTube video: 1:27:55)

Dissolve the Vision Action Committee (Jon Steinhart & Sandra Bauer)

Sandra moved and Jon Steinhart seconded that the Vision Action Committee be dissolved.

Jon: This is a housekeeping issue similar to the last motion. Finished work about five years ago. Began work 18-20 years ago. He is Board Liaison and reached out to members but most of members don't have valid email listed. We can form a new committee if we need to.

Paxton: Dislikes abandoning goals. This was set up to do that. Goals review was supposed to happen every 5 years and last one was 2015. COVID ruined 2020 planned review. Thinks COVID interrupted this committee and would rather see the goals revitalized rather than abandon this committee. Thinks it was valuable to the Fair and should not go away. Didn't receive an email and he was on the committee. Liked hearing Board members refer back to the Goals.

Sue: Echoes Paxton's comments.

Jon Steinhart: Did email Paxton quite some time ago and didn't get a response. Isn't saying the work wasn't valuable but we probably need a new committee to do this type of work now that we have a new Board.

John Alexander: Discussion is happening right around vote and feels uncomfortable being less than fully informed at time he is expected to vote. Paxton's comments make him concerned.

Sandra: It has been nine years since this committee has done any work, which is a long time. It's very possible we don't need to hold onto committees in perpetuity just in case they want to do some work. It's reasonable to disband an inactive committee, and if we need to re-start the committee, we can do so when needed.

Teresa: Appreciates John Alexander's point that it's complicated and has questions. Is this the only method we have for disbanding committees? Feels reticent. Leaving committees that haven't

done anything for a long time is not a good policy. In favor of motion but appreciate John's comment about process.

AJ: This committee hasn't met for long time. He was liaison with Lily and they never met with the committee because they were not active. Does think we are going to need to figure out a time frame for when something becomes non-functional. We have a Board process to define liaisons, there are two Board liaisons per committee.

Paxton: Would like to keep committee rather than start a new process with a new committee. Other members would like to be active. It was more fault of times, not the committee. It's silly to create a new committee than to just re-activate.

Jon Steinhart: Motion has been published since last meeting. Board members have had it for six weeks. Encourages Board members to read packets. NO disrespect for committee or members on it. Original charge of committee isn't really valid anymore. A new committee would have more current goals.

John Alexander: Board hasn't had a public discussion about this, and that is his concern about needing to vote, even though it has been published for a month.

AJ: Concerned that we do not always have public conversations on every motion that comes to the Board. If we're going to start a process of having to have public conversations before we make a decision, that is a different process. Agrees with Jon that this has been on agenda for a while. Doesn't see any difference between this one and the last motion that we passed other than a longer period of time having passed since this committee met.

Motion passed: 8-3; John Alexander, Paxton and Sue opposed.

BEING WITHDRAWN: The Board moves to create a Task Force to review the Fair's Equity, Diversity, Inclusion, and Belonging (EDIB) policies and recommend changes as necessary. This EDIB Task Force will be authorized for a term of nine months following the appointment of Task Force members at which time the Task Force will report back to the Board. The Task Force will dissolve after delivering their report unless their term is extended by the Board. (Jon Steinhart & Sandra Bauer.

The Task Force shall explore the following issues: Are the 2008 Vision Action Goals still the right goals for the Fair? Determine the status and whether to continue implementing Vision Action Goal 1. Determine what EDIB work is taking place at the Fair? Identify key EDIB issues that currently exist at the Fair. Create a plan for addressing these issues. Determine what EDIB work is operational and what is governance? Coordinate with Fair Cares to define EDIB terms used at the Fair including but not limited to: "diversity," "marginalized community," "safe space" and "cultural appropriation."

Data does not exist for many of the populations that are important to us at the Fair. If the task force finds that the 2008 goals or something similar are still germane, how do we measure diversity greater than or equal to that of Lane County for groups for which data does not exist? What are the specific EDIB problems at the Fair? How do we distinguish between EDIB problems to address via policy and interpersonal problems to address via a functional dispute resolution process? Is there a role for a Board-level EDIB Committee and if so, what should its scope be?

What actions should the organization take to support "marginalized communities" at the Fair? What criteria do we use to determine what to protect from "cultural appropriation" and if there are any, how do we implement that protection?

The pace of work will depend on the expertise and number of Task Force members. Therefore, the first item of business for the Task Force is to prioritize the above list of tasks and generate an initial estimate of the time required to address them.

If, in the process of their work, the Task Force feels that the list of questions needs modification or that the timeframe is too short, then they shall bring their proposed changes to the Board for approval. Because of the timeframe for this Task Force such requests will be treated as old business.

The Task Force meetings are open to all, and will include processes for non-members to contribute. The Task Force will abide by the Committee Best Practices.

The task force shall produce a report that contains the following sections: The tasks that they've been asked to perform, The data that they collected, A set of policy options based on the collected data, and Recommendation of which policy options the Task Force supports and why.

Board members Arna Shaw and Tom Horn along with the Board President will review Letters of Intent and forward those that meet the requirements listed below to the Board for approval.

We don't expect a candidate to have all of these qualities but would like these qualities represented on the Task Force. This Task Force needs qualified members with skills applicable to managing and creating policy around Equity, Diversity, Inclusion and Belonging to apply to join this Task Force. The Task Force also needs balanced representation of all aspects of our organization.

To serve on this Task Force some of the needed skills are: 1. Policy development experience, 2. Experience in engaging with different interested parties, 3. Good oral and written communication skills, 4. Professional background in Equity, Diversity, Inclusion and Belonging, and 5. Balanced integration of policy into an existing organization.

Interested parties should send a letter of intent that tells us about your Fair experience, work experience, and relevant lived experience. Parties should be prepared to attend (virtually or in person) one meeting per month, to do work outside of the meetings, and be available for other meetings as required as we develop policy to recommend to the Board around our EDI goals. Preference will be given to applicants who are not serving on other Board committees.

We are looking for new and seasoned leaders. We encourage people from all walks of life, backgrounds, and identities to apply.

New Business

(YouTube video: 1:43:50)

REVISED: The Board moves to create a work group (consisting of around five to 10 people) to review the Oregon Country Fair's Equity, Diversity, Inclusion and Belonging (EDIB) policies and recommend changes as necessary. This work group is authorized for a term of nine months following the appointment of members at which time the work group will report back to the

Board. The work group will dissolve after delivering their report unless their term is extended by the Board. (Jon Steinhart, Sandra Bauer, Teresa Vaughn, Arna Shaw and Anthony Jackson)

The work group shall: Coordinate with Fair CARE to define EDIB terms used at the Fair including but not limited to: "equity," "diversity," "inclusion," "belonging," "safe space" and "marginalized community." Conduct a statistically accurate demographic survey of the 2024 Fair participants (not including the public) and analyze the results. Where available, provide comparisons to the demographics of Lane County. Collect data on the status of EDIB at the Fair. This includes reviewing our systems for collecting EDIB incidents at the Fair and making recommendations for improvement. Determine both the governance and operational implications of the collected data. Highlight areas of celebration and areas for growth. Determine other recommendations from this data.

If, in the process of their work, the work group determines that the list of tasks or timeframe warrants modification they shall bring their proposed changes to the Board for approval.

The EDIB work group meetings are open to all, and will include processes for non-members to contribute. The work group will abide by the Committee Best Practices including having two Board liaisons.

The work group shall produce a report that contains the following sections: The tasks that they've been asked to perform, the data that they collected (including a description of the methods used), an analysis of the data collected, a set of policy options based on the analysis of collected data, recommendations (with explanations) from the above set of policy options that the work group supports, and further recommendations, if any.

The President, Vice President, and immediate prior President will handle the call-out for letters of intent and the review letters of intent. They will then forward the complete list of applicants identifying those that meet the requirements along with their recommendations for the work group for the Board to approve.

The work group needs members with skills and qualifications in collaboration, data collection, policy analysis and organizational change with an emphasis on issues and policies around EDIB. Parties should be prepared to attend (virtually or in person) one meeting per month, to do work outside of the meetings, and be available for other meetings as required as we develop policy to recommend to the Board around our EDIB goals.

While our goal is to have all of these qualities represented in the EDIB work group, we do not expect every individual to possess all of these qualities. We are seeking balanced representation of all aspects of the Oregon Country Fair organization. In order to create space for new leaders, people new to committee work are encouraged to apply. We encourage people from all walks of life, backgrounds, and identities to apply.

Board Liaison Committee Attendance (Arna Shaw & Sandra Bauer)

The Board moves that liaison(s) are expected to attend committee meetings. If, in the rare instance that liaison(s) cannot make a committee meeting, they should request another Board member attend that meeting in their place. If no Board members can go to the meeting, the meeting may continue and the liaison(s) should review the recording. This applies to all

committees unless the Board has previously made or subsequently makes different arrangements for a specific committee.

Meeting Evaluation

Last round for the good of the Peach.

John Alexander: From my experience and research, I understand that the Fair Family favors consensus on all issues of significant importance. If this is true, I think member input must be an important part of our process and Board discussion at public meetings must also be an important part of our process.

However, I find the process we use on most motions to be a barrier. In most cases, member comment and public Board discussion is not scheduled until motions are a part of our Old Business, right before we are expected to vote. This limits our ability to respond in only two ways: by changing our vote or by asking to postpone a vote. It does not give us a chance to respond to member input. It also does not give us a chance to incorporate alternative perspectives from our members or based on our BoD discussions into crafting the best and most inclusive motions and policies possible.

I think we could be crafting better written motions that (1) don't leave us with issues of interpretation and (2) when possible, account for differing perspectives through a process of consensus or near consensus. One way we could do this could be by moving public comment and public Board discussion relating to motions from Old Business to New Business on our regular public meeting agendas.

Jon Steinhart: He is operating on rules we have. We operate on consensus, which is why we need a two-thirds vote. We have complicated and technical issues that we are handling. Having been involved with EDIB motion, they have incorporated a lot of input and not done it all online. Fair moves amazingly slow compared to other organizations, and doesn't want to slow it down anymore. Thinks current process is fine but encourages members to read motions in advance. There is plenty of time if people give comments outside of the meeting.

Teresa: Overall appreciated everyone's efficiency. Agrees with John Alexander that the system is not that comfortable. Being new on the Board, constantly feels like she doesn't know enough about something. Sometimes after she feels like she has researched and understands, then in discussion, people bring up new perspectives. Would like to know reasons for proposals and a chance for pros and cons.

Adam: Board listening sessions might be useful. Two-thirds is not exactly consensus, according to some. Reading motions a month in advance is not practical for most members. Supports finding creative ways to incorporate member comments before they are being voted on.

Arna: Supports that New Business has opportunity to talk about reasons for motion, if time allows in the meeting. We don't have time in Board meetings for full discussions of both New Business and Old Business unless we do two meetings per month. No reason we can't have a 5-minute discussion for each New Business item. Membership needs to take responsibility for

looking at motions on the .net site so they can ask questions and be informed. In favor of letting membership have a voice, but there are time constraints.

Aaron Kenton: Problem finding time for people to speak. Years ago, they set up a time at end of meeting for members to ask questions, 10-15 minutes if there was time. Loves the idea of a conversation when New Business is placed.

Paxton: Enjoyed Board listening sessions when Lily did them. They were on alternate Mondays. Wants to see more opportunities to communicate with membership. We have another standing motion about going to hybrid meetings and would like a progress report.

Next Board Meeting: May 6, 7 pm via Zoom

President's Peace

(YouTube video: 1:55:20)

AJ: Thank you all for being here tonight. When he started on Board, he had hopes and dreams of being able to use his talent to better the organization in many ways. Soon found out that what was called DEI, now EDIB was a significant issue in our organization, which needed a lot of attention. Over past couple of years, he has been involved in trying to move Board education around EDIB as well as addressing areas where work was needed to really be the anti-racist organization that it claims to be. As President, has spent a lot of time figuring out how to educate ourselves and provide education for membership. When he thinks Operations, he thinks ED would start process of educating membership on issues around DEI, such as workshops, but now is the time that the Board needs to educate itself. EDIB trainings will take place this year, May 15 is first one. Hopes we can educate ourselves in a way to be more useful to organization. Thank you for pushing us to do education. We all need to hear the same information and make decisions based off that information. Looks forward to being able to communicate what we have learned and looks forward to a day when the Board as a whole moves forward with education under their belts. It's time to get ready for our event and looks forward to a great event this year.

