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FAIR FAMILY CALENDAR

JUNE

- 1 No dogs allowed on ocf property
- 3 Board of Directors Meeting, 7 pm
- 5 Mandatory Food Booth Meeting,
- 5 Proof of insurance for food booths must be received by OCF office. Bring to Food Booth Meeting
- 5 Deadline for submissions to Fair Family News
- 8 Main Camp opens
- 8 Booth registration on-site office opens (See Booth Registration section for hours)
- 8 No work on booths permitted prior to this date
- 12 Community Village General Meeting, 7 pm
- 12 Last day for total refund of booth fees
- 20 Last day for partial refund of booth fees
- 22 Last day to submit plans for major booth work
- 25 No check payments after this date
- 30 Board of Directors Meeting, OCF Site, 4 pm
- 30 Last day to submit plans to CONSTRUCTION CREW for repairs

JULY

- 10-14 Pick up passes at Registration
- 5 All construction requiring inspection must be completed!
- 6 All construction completed (tools down!)
- 11 Annual meeting of booth participants, Shady Grove, 7 pm to 9 pm
- 12,13,14 Fantastic Fair Fun!

For additional events see:

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

WASH HANDS IN SOAP AND WATER!

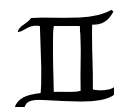
KEEP IN TOUCH

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
Geminis!**



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



FFN MAY FLOWERS

Brad "Bog Violet" Lerch
Alex "Azalea" Zabala
Michael "Camas" Ottenhausen
norma "fairy bells" sax
Suzi "Fairy Slipper" Prozanski
Daniel "Checker mallow" Cohn
Trisha "Trillum" Burbaum
Kim "Pacific Bleeding Heart" Griggs
Vanessa "Shooting Stars" Roy
Mary "Chocolate Lily" Doyon



Do Not Bring Firewood to the Fair

by Kevin Hillery, Fair Arborist

In efforts to prevent the spread of tree-killing pests and diseases, the OCF Guidelines for 2024 states:

“bringing firewood from offsite or removing firewood from the site are subject to confiscation of firewood.”

The culture of transporting firewood without a care in the world has changed. Buy It Where You Burn It is the new thought on slowing the spread of forest pathogens. You might have a long packing list of things to bring to the Fair; firewood should not be one of them.

The main concern is the invisible pests that live in the wood and under the bark. Pests, including wood-boring beetles, tiny insect eggs, microscopic fungi spores and more can be hidden on or in the healthiest looking wood. Invasive species like the Emerald Ash Borer, Sud-

den Oak Death, Mediterranean Oak Borer, Douglas Fir Beetle and Spotted Lanternfly are attacking our beloved forest. These organisms cannot travel far on their own, but can voyage hundreds of miles hidden in or under the bark in wood loaded into our vehicles.

For this reason, the Greeters this year will be checking vehicles entering the Fair site to see if they have any firewood or lumber with live edge or bark on it. At this point, you will be asked to turn around and bring the wood back home, or have the option of handing it over to the Greeters who will safely dispose of it as soon as possible.

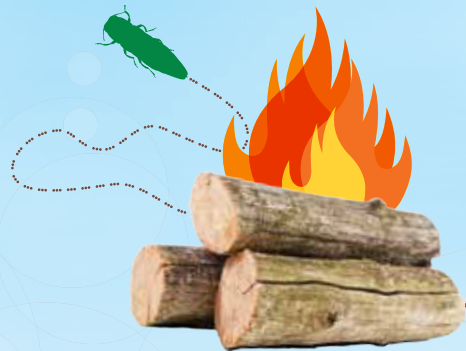
You can help! Tell all your friends about the risks of moving wood with bark. No one should want to be responsible for spreading a new outbreak of tree deaths.

Pests like the invasive emerald ash borer can hitchhike in your firewood.
Help slow the spread of pests — don't move firewood.

BUY IT WHERE YOU BURN IT.

Protect Oregon's trees!

- ▶ Leave firewood at home — buy local firewood at or near your destination, or collect firewood on site when permitted.
- ▶ Buy or collect only what you'll need, and use it all up by the end of your stay.



**DON'T MOVE
FIREWOOD.org**



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AGRICULTURE

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<https://oda.direct/firewood>

Speed Mingle — OCF 101

from Spoken Word

The Curious Cupids invite you to the Spirit Tower on Thursday & Friday night, 8-9 pm. It's an after-hours Fair Family mix & mingle. Join the game.

Break out of your OCF routine. Yes, you know and love your crew but, maybe there could be others?

Come meet a new friend. Perhaps for the night, the weekend — or further.

How will you know without asking?

Curiosity exemplifies Consent and Assumptions. Curiosity is a love language.

Questions are useful in many aspects of life.

Take tea for example. "Yes, I like tea. but maybe, depending on the time of day, my tea preferences change."

How well do you know your friends? Your beloved? Asking questions is a great way to engage.

Learn new things and meet new people: Friends, lovers, astronauts, fiddlers, dancers and clowns.

FAMILY LETTERS

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

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

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



Sunday Mourning Memorial

Dear Fair Family,

The Sunday Mourning Memorial Service at the Fair is a tradition begun 2015 and held every year, commemorating people who have left the Earthly plane.

On Sunday morning of the Fair beginning 10 am, we meet at "the Junction" of the Figure 8 (near the Drum Tower) — symbolizing the Crossroads, where the Lands of Living and Dead meet, to memorialize members of our Fair Family and relatives and friends of our Fair

Family who have left our mortal plane in the past year.

We invite all Fair Family who would like to bid farewell to a Loved One to join us at the Junction at 10 am on Sunday of the Fair.

Some members of the Fighting Instruments of Karma Marching Band will depart from Stage Left to the Junction at 9:45 am, marching to only the sound of our drum section. All are welcome to join the solemn march from Stage Left toward the Junction.

Beginning at 10 am we briefly commemorate the departed. Names will be mentioned and honored. Those of us of the Tribes of Israel, and others who choose to join us, will recite the Kaddish, an ancient Aramaic memorial prayer (scripts will be provided). Prayers from other traditions are most welcome as well.

After all names of those departed have been mentioned and prayers recited, we will leave the Junction. Those of us returning to Stage Left will march in New Orleans "second line" fashion, expressing joy at being alive in our magical Fair setting. All are welcome to be a part of our return march. Please join us in this Fair tradition.

*Sammy Epstein,
on behalf of Fighting Instruments of Karma Marching Chamber Band/Orchestra*

First-Time Applicants Sought for Work Group to Review Policies

The OCF Board wishes to explore and further our commitment to Equity, Diversity, Inclusion and Belonging (EDIB) policies. Our community has told us that this is important. To do this, the Board is forming a work group (consisting of around five to 10 people) to review our 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.

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 rec-

ommendations from this data.

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.

More information is available at oregoncountryfair.net.

Letters of interest should be sent to office@oregoncountryfair.org or mailed to Oregon Country Fair, 442 Lawrence St, Eugene, OR 97401. Please put EDIB in the subject line.

Application deadline is July 27, 2024.

Fair Thee Well: Paul Ater

Paul Allen Ater passed on April 11, 2024. He was 56. In recent years, Paul had faced a massive stroke, cancer, and addiction.

Paul was a beautiful man: handsome, witty, and extraordinarily gifted. He was a painter, sculptor, and musician. He created lions, whales, giraffes, and dragons. His public art works include the Columbia River inlaid floor at the Portland airport, the dragon bench at the Oregon Country Fair, and many other sculptures, stairs, tables, and benches across the Northwest.

Paul loved music. He attended the Berklee School of Music and played bass professionally across the world with various bands and artists, including Woody Harrelson. He was the bassist for The Welcome Hunters; Jerry Joseph; Cement;



and Shock, which was among the first inductees into the Oregon Music Hall of Fame.

Of all his accomplishments, Paul was most proud of his daughters, Alison Grace and Anamaye Joy. He adored Ali and Ani, and they enjoyed wonderful adventures exploring together, including Sunday bike rides when he was still able.

Paul was born in Portland, on July 5, 1967, to Jonathan and Deanne Ater. He is survived by his father, his daughters and their mother, his siblings, and a host of family and friends across the world. His captivating smile brightened our lives.

Paul's family will gather privately. Others should celebrate his magical life as the spirit moves them.

Personnel Policy Committee is Looking for New Members

by the Personnel Policy Committee

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. Do you have professional Human Resources experience with writing policy in an HR focused role?

We meet as needed to update the Employee Manual and do 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.

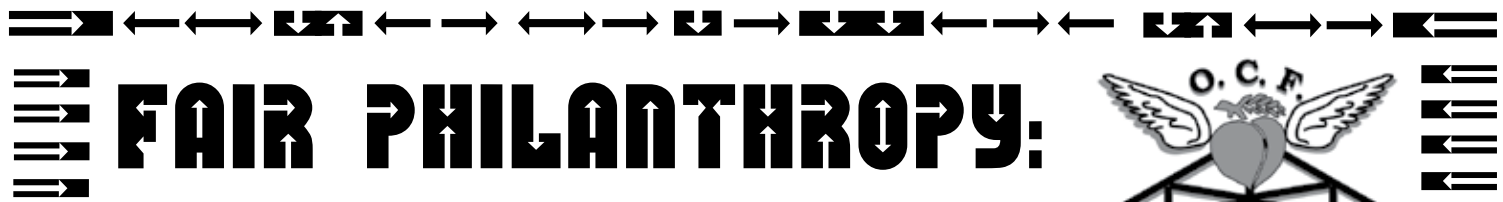
This is a good way to become involved with the Fair. We are looking for new and seasoned leaders and welcome diversity candidates.

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.



Ambiance Art crew members Joanna (Priestley) and Cynthia (Wiancko)

Photo © Geoffrey Squire Silver



Donations Will Fund Grants Supporting the Environment

by the Jill Heiman Vision Fund Allocations Committee



We are thrilled to announce the grants that will be funded by your donations the Jill Heiman Vision Fund this year. Five nonprofit groups will receive funds for their proposals related to the environment and sustainability:

Whole Earth Nature School will pay park rental fees for its summer nature camps that helps connect youth with nature. The weeklong camps give young people

the chance to learn about local ecology and to build their outdoor skills.

Northwest Youth Corps will purchase work boots, gloves and work shirts to offer to youth participants who face financial barriers to participating. Funds will also repair zippers on the sleeping bags that are loaned out each year. Through the environmental stewardship program, youths will get an hour each day of accredited environmental science curriculum and spend most of

Continued on next page...

...Continued from Page 6

their time outdoors planting or maintaining trees.

McKenzie River Trust will remove invasive species from the Oregon oak and prairie habitat at Coyote Spencer Wetlands to promote native plant growth. The property sits at the confluence of Coyote and Spencer creeks in the Long Tom Watershed, providing refuge for numerous native wet and upland prairie- and bottomland oak habitat-dependent species. The Long Tom Watershed Council is a partner on this project.

Cascadia Wildlands will outfit a summer camp kitchen for the wildCATs volunteers, who field-check proposed timber sales on federally managed lands. These energized volunteers also engage in advocacy and community outreach.

Beyond Toxics will design a community public education campaign about the harmful effects of artificial turf on wildlife and water quality, focusing on playing fields proposed at Golden Gardens park in the Bethel area.

The OCF Board triples the power of each gift by matching \$2 for every \$1 donated, up to a total of \$20,000. Donations to the Jill Heiman Vision Fund can be mailed to the Oregon Country Fair, 442 Lawrence St., Eugene, OR 97401. Donation boxes also will be located at Information Booths at the Fair. Checks and cash donations are tax-deductible; include address for mailed receipt. You can also donate online at <https://www.oregoncountryfair.org/about-ocf/philanthropy/donate/>

The fund honors the attorney who helped facilitate the Fair’s incorporation as a nonprofit and its original land purchase.

One food voucher and one dollar at a time, donors to Jill Heiman Vision Fund are making a difference in our community. Since the fund began 28 years ago, we have donated more than \$625,000. Thanks to everyone for your awesome support!

\$1 = \$3

The OCF Board triples the power of your gift with its \$2 match for every \$1 donated, up to a total of \$20,000. Look for donation boxes for the Jill Heiman Vision Fund at Information Booths around the Fair. Food vouchers, cash or checks may be donated. Checks and cash donations are tax-deductible; include address for mailed receipt. Donations also can be mailed to the Oregon Country Fair, 442 Lawrence St., Eugene, OR 97401.



Come Party with a Purpose with Us

The Jill Heiman Vision Fund is seeking volunteers who are interested in the Fair’s deeper purpose of philanthropy and helping others in our community. Members of the JHVF Worker Bee subcommittee do the good deeds that keep this committee functioning smoothly.

Pre-Fair, Worker Bees clean out the wooden collection boxes, pull together the Jill’s Landing area next to Jill’s Crossing, promote the fund in talks to Fair crews, and distribute the money collection boxes throughout the site. During the Fair, we also hand out fliers to Fair booths.

An OCF-credentialed pass (Volunteer, Booth, Signif-

icant Other, Elder, Teen , etc.) is needed to participate in most Worker Bee activities. Our volunteers get no food vouchers or passes for working on this committee. What you will get is a fun and groovy group of people to work with — and the feel-good satisfaction of helping us in our work to fund valuable grants to local nonprofits.

If you’re interested in joining the Worker Bees of the Jill Heiman Vision Fund, please email the committee chair — Suzi Prozanski, suzipro@efn.org— with a short description of your Fair experience and the reasons why you seek to join this group.



Hello Crew Coordinators, Are you looking for new crew members?

The Volunteer Support Team (formerly the Volunteer Hook-Up) is here to help you find new volunteers for your crew. We can offer access to a list of available volunteers or help with pre-screening folks who have the time and skills you are looking for. Please know, you will always have final say on any new volunteers you bring into your crew.

Email us today at volunteering@oregoncountryfair.org

Cheers! Megan, John, Sona, and Justin
Your Volunteer Support Team



Photo © 2023 Imagerium



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

MF Wolik Photography (Nature's Reflection) is looking for a booth rep to share the magic with! Is it you? I create reflection portals with Nature and Space. mfwolik@gmail.com ~ 5415252802 ~ mfwolik.com

Hello Fair Family! Are you looking for a drama-free, fun-loving booth partner this year? I make hand blown functional glass art and don't need too much real estate to display my work. Super flexible and easy going, and excited for a memorable year! Sarah sareezle@gmail.com IG: @saritaglass

Painter & Macrame Artist seeking booth share. Fair family for 22 years, vendor for 4. I'd be a flexible, loving addition to your space (and will be celebrating my 50th at Fair this year!!) Sarah Ranney Medina 503-334-5895 sarahmedinaart@gmail.com

Please consider sharing with me. I am a glass artist local to Eugene. I make small glass items that go on a table like marbles, pendants hearts, humming birds and more. Thanks Kristi MacDonald 208-794-3639 kristimac77@msn.com

Professional wildlife painter seeking a booth share for OCF. Lovely to work with! Let's create some fair magic together! Contact Bekah Zeimet by email: bekahzeimet@gmail.com, or phone: 6412041575.

Now on sale!
Brigadoon of the Sixties

Another epic slice
of Fair history from
Suzi Prozanski



Buy yours at:
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& www.suzipro.com

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UNDERWRITERS

Recently Unclassified Material Continued

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: jrhighby@hotmail.com



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WOW HALL
 8th & Lincoln
 All Ages 687-2746

- 5/16 - Shane Mauss "A Better Trip"
- 5/18 - Stiff Little Fingers
- 5/20 - tu-NER with Childspeak
- 5/24 - Dungeons & Drag Queens
- 5/25 - House of Deville's: A Spectacular Sideshow
- 5/26 - Apex Predator, G.A.G., Adipocere, Breakneck Flow, Tolls, and Solutio Honey
- 5/30 - The Wailers
- 6/4 - LORDS OF ACID + Special Guests
- 6/14 - Metalfö!l
- 6/15 - 310Babii
- 6/18 - of Montreal

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Wait Share List

Do you have booth space to share? If you do, these fine fair family artists would love to hear from you! If you need extra passes for a crafter on the wait/share list, the Booth Rep may request them from Registration. The wait/share list is comprised of juried crafters who have participated in the fair. If you are an active juried crafter who wants to be on this list or to be removed from this list, contact Registration by email at 1YO@OregonCountryFair.org or phone 541-357-8625 to leave a message. This list is also available at the www.oregoncountryfair.net website.

Armantrout	Amy	leaf print naturally dyed hankies and up cycled clothing	619-818-7238	amytrout@gmail.com
Averett	Ramon	I create from the most amazingly beautiful, local, sustainably harvested,, long refined craftsmanship crafted, my own no petroleum finished, functional art In wood!	360-402-9788	ramonte121@gmail.com
Black	Laura	Astrology Consultations (Tarot upon request)	541-497-3465	laurablack42@gmail.com
Bloodgood	Natalie	Face painting, sculpture and festival cloaks	503-960-8619	art.natalie@gmail.com
Brown	Matthew	Functional art made from locally and sustainably harvested wood.	541-321-3461	lostcreekwoodcraft1@gmail.com
Brushland-Vitrifex	Hamm	Handblown glass art	541-517-2100	info@waterworksglass.com
Copenhaver	James	Stone Massage tools	503-999-0462	Jimmycopenhaver@gmail.com
Daniel	Steven	Hand thrown kiln fired pottery from a potter taught under the bauhaus tradition lineage with 65 years of working clay.	541-490-0228	ReubenHDaniel@gmail.com
De La Cruz	Erik	Galactic , psychedelic paintings that inspire earth awareness and the beauty of the human condition.	415-866-5118	dela@delacanvas.com
Dunnings	Devonne	FANTASY BRAIDS, coming back a 2nd year in a row! I have another licensed stylist working along side me so can provide the fair an amazing cultural fantasy braiding experience!	404-680-9177	houseofdye@gmail.com
Fahey	Erin	Colorful hand woven willow baskets	720-289-9211	kinderdcraftstudio@gmail.com
Foss	Rachael	Colorful fused glass jewelry with a botanical bent	503-756-7805	Rachaelfoss@comcast.net
Grayson	Alison	Whimsical and witchy art celebrating our connection to the natural world	267-455-3714	alisongraysonart@gmail.com
Henderson	Ian	Touchable rubber jewelry which looks like sea life and prehistoric plants	857-288-8966	zoachimerum@gmail.com
King	Cynthia	Hand made Herbal Aromatherapy Products including natural skin care.	503-874-9423	lutawellness@gmail.com
Krell	Debbie	Tie dye - clothing, tapestries, specializing in black light reactive silk	206-384-8095	debbie.krell@yahoo.com
Kremer	Sherri	Hand forged mixed metal jewelry set with rare unusual stones & crystals.	530-519-1430	sherri@sherricrystals.com
Lauritsen	Mathew	Marionette Puppets - hand carved, spooky, Tolkien-esque, fairytale inspired	503-720-8525	mathewlauritsen@gmail.com
Liotta	Colin	Layered wood/paper art - Lots of math!	510-290-9125	colin@extrareal.com
Liskey	Sage	The Rad Cat Press is dedicated to uplifting lives and reimagining society with books and digital art prints that evoke self-care, humor, and whimsy.	541-224-6679	sage.liskey@gmail.com
Lynch	Carlyne	Vitriograph glass art and handmade glass	503-784-2277	carlynelynch@comcast.net
MacDonald	Kristi	Glass art, Humming birds, Dragon eggs,marbles, hearts, pendants and more.	208-794-3639	kristimac77@msn.com
Muir	Hans	Leather Footwear, unstructured zero drop boots and classic dress shoes	206-816-4477	Hans.muir@hotmail.com
Myers	Eric	Custom shaped and painted Longboard Skateboards	541-729-9055	cascadialongboards@gmail.com
Neff	Peter	Handblown glass art	503-913-3436	peterbneff@yahoo.com



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O'Halloran	Frances	Herbalist + Artist crafted bio-regional plant remedies and exquisite bodycare.	919-414-3665	frances.lovejoybotanicals@gmail.com
Posin	Benjamin	I handcraft fine jewelry using unique materials such as fossilized coral, woolly mammoth tooth, wood, precious metals and gemstones.	503-330-0376	Benaposin@gmail.com
Ranney (Medina)	Sarah	Paintings, prints, stickers & cards; Macrame wall-hangings & Plant hangers	503-334-5895	sarahmedinaart@gmail.com
Reitmaier	Christopher	Mixed-media art using found materials	702-559-0910	somniative@gmail.com
Rieke	Ashtine	Welded floral adornments and displays	541-580-4428	studioblackavenue@gmail.com
Roche	Jenny	Photo Booth shooting Polaroid portraits	503-349-2681	Jennyhannah1979@gmail.com
Roger Funk	Roger	I make Wooden toys, flowers and heart coastersrs	541-535-8876	rogerfunk@charter.net
Roshni	Atma	Living plant sculptures and everything moss	503-812-4339	lushlivingsculpture@gmail.com
Safran-FlyingHorse	Tara	Silver,Gold and Gemstone Jewelry - Handwoven Textiles	509-732-4829	flyinghorseartstudio@gmail.com
Stephens	Danny	I am a painter focusing mostly on ethereal surrealism and realism.	435-565-0388	dannystephensart@gmail.com
Stevens	Bedford	Wooden sword and knife replicas for costumes and reenactments	541-915-3916	redbirdbedford@gmail.com
Thompson	Eghan	Sustainable upcycled wearable sculptures, jewelry	707-845-8684	eghant@gmail.com
Trantham	Jarred	Vibrant functional leather art	904-316-2199	lostsailordesign@gmail.com
Trnka	Shari	Upcycled wool and cashmere elf slippers and gnome hats all sizes	360-951-1318	sharitrnka@gmail.com
Vannest	Jenna	Mushroom & nature inspired, whimsical pottery.	603-391-6246	Themushroomwoman@gmail.com
Vautier	Tai	High end silver and gold ancient looking jewelry	970-403-2643	taivautierjewelry@gmail.com
Veazie	Matt	A variety of unique dichroic glass jewelry, marbles and borosilicate glass creations	541-760-2509	mattveazie@gmail.com
Westberg	Candice	I make original whimsical ceramic art that is often themed around ravens, owls, goddesses, PNW flora and fauna, anatomical hearts, curiosity cabinet vibes, with a bit of snark tossed in for good measure.	541-514-2865	artbycandice@live.com
Whitlock	Lune	I sell both prints of my paintings (fine art prints, bookmarks, stickers, etc) and needle felted sculptures, both focusing on color, movement, and whimsical vibes.	503-442-7858	lifeandluna@gmail.com
Wolik	Michael F	I create magical art reflection portals by mirroring my Nature Photography.	541-525-2802	mfwolik@gmail.com
Wright	Gretchen	Assemblages made with vintage and upcycled materials	503-840-5489	gretchenw5@yahoo.com
Zeigler	Lorelee	Hemp and organic clothing hand sewn and hand dyed.	541-515-4540	circlecreationsclothing@yahoo.com





Board of Directors Meeting

May 6, 2024, 7 pm

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

Zoom remote online and live streamed on YouTube

YouTube recording link: <https://www.youtube.com/watch?v=tf0gSLFGeyQ>

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, Lisa Parker and Teresa Vaughn. Other Board officers present: Hilary Anthony (Treasurer), and Stephen Diercouff (Secretary). Staff present: Kirsten Bolton (Executive Director), Mark Malaska (Co-Event 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

Stephen D.: Due to storage issues, Vanessa had to take several years' worth of the Fair Family News off the website temporarily. She and he are working on a new hosting site, and he is almost ready to post them online again. Bonus, a volunteer has been scanning old printed FFN, which will now be available online. The .net site will have new FFN content soon (going back to 1992).

AJ: Take a moment as we gear up for Fair to thank the families that allow our volunteers to spend many hours getting ready for Fair. Thank staff for all the work and hours they're putting in towards the new database. Please be patient, since it is new and we are working out all the bugs. Shout-out to all the students across the country for doing nonviolent protests to speak their minds. Hopes those who have protested before will lend guidance to the youth, so they are safe. Peace, not war.

Jon S.: Thanks to Shawn Lindsey for all the hard work to allow credit cards to be accepted on the site.

Norma: Spring Fling was a delight. Thank you to everybody who donated prizes and who attended. The band was great and everybody involved in planning and organizing did a lot of good work. especially Vanessa and Alex. Thanks also to our sterling ticket sellers, Kristi Krinnock and Rebecca Gandy and our very cool emcee, Jans Ingber.

Kevin: The Jill Heiman Vision Fund Allocations Committee has announced the grant projects for 2024. Five projects were chosen out of 16 applicants. Recipients will be the Whole Earth Nature School, Northwest Youth Corps, McKenzie River Trust, Cascadia Wildlands, and Beyond Toxics. It was a great process. Thanks to the committee for all their hard work.

Sue: Bill Wright, husband of late Cathy Coulson-Keegan, died in hospice care on April 11. On May 11 at the Saturday Market, there was a small memorial with a remembrance book for anyone who wanted to share, in Booth 322, Sue's booth. Bill had a long history at the Country Fair. He was

Minutes Review

(YouTube video: 0:07:02)

The Board approved the minutes of the March 18 Board Work Session and April 1, 2024, Board meeting by unanimous consent.

Agenda Review

(YouTube video: 0:07:38)

The Board approved the May 6, 2024, agenda by unanimous consent.

AJ: Would like to add an extra 15 minutes at the end if we have time to discuss New Business items.

Member Input

Michael "Coyote" Connelly: Interested in DEIB training discussed in President's Peace last month that Board will receive. Would like to know the specifics if they can be shared with him.

AJ: Board will be having a two-hour training with Cliff Jones, who is also responsible for training with coordinators. That will be May 15 via Zoom and will be first of three sessions with Cliff. This will be a closed session.

Ann Bennett-Rogers: Thanks Hilary, Jane Elliott and Sue Barnhart for all the work they did around Molly's Bench area of the Fair, removing shiny geraniums over the years, so we could have wildflowers again.

Staff Report – Executive Director

Administration:

Thanks to all the artists who donated art at Spring Fling and volunteers who helped sell raffle tickets and posters as well as staff who made it happen and all the folks who came and bought tickets. It was second Spring Fling since the pandemic and it went well.

Employee work schedules will shift in mid-May in support of the event. All employees will be on site Friday through Sunday beginning the week of May 20. May 20 to July 7: Alex Zabala in Eugene Office Monday–Tuesday (off Wednesday–Thursday); Kirsten and Vanessa in Eugene office Wednesday – Thursday (off Monday–Tuesday). Mark, Sunny, Norma and Durwin on site Wednesday–Sunday (off Monday–Tuesday). Alexis and Jeff on site Monday–Tuesday and Friday–Sunday (off Wednesday–Thursday). Korey on site Monday and Thursday–Sunday (off Tuesday–Wednesdays).

July 8 to July 14: All staff on site, all the time. July 15 to July 21: Alex returns to M-F. Vanessa and Norma return to Eugene office on Tuesday for M-F schedule. Mark, Sunny, and Kirsten on site for Decon through July 21. July 22: Eugene office staff return to M-F.

Amplified Sound Task Force:

The Task Force met on Tuesday, April 23. The Task Force Members are: Sarah Wiedeman, Kyle Walters-Sheaffer, Genevieve Middleton, Doug Carnie, Shevek, Kali Gough, Harper Greene, Dr. Dan, Paxton Hoag, Lucie La Bonte, David Ade, Tony Walters, Richey Thomason, Aaron Wilmarth, Elijah Salazar, Lilly Harmon-Gross, Meg Caskey, Joolz Moorecroft, Kirsten Bolton and Sunny Arthurs. We will meet again on May 7 and then hiatus until after the Fair. Meetings will open again in September and be open to the Fair Community to participate as guests. The goal is to have a 2025 Guideline recommendation to the Board by the December Board meeting.

Sunshine Database:

More than 1,700 volunteers have created accounts. Credit card payments are up and running and they have already processed more than \$50,000 in payments. Received 1.99 percent nonprofit credit card transaction rate. Four training videos are available on the .net site based on type of access granted: Food, Craft, Crew, Coordinators. Big Thank You to Jon Steinhart and Sean Lindsey for their commitment to bringing this database into reality. Big Thank You to all the volunteers who helped Jon and Sean design it for the various needs of their respective areas. Special thank you to Doug Quirke with Booth Registration, Dan Mix and Dave Wagenheim with Food Committee, and Adam Budd with Craft Inventory.

Event Management:

2024 Contracts — AT&T is going to install a First Net Tower. This only provides service to AT&T First Net Customers. It will help and is better than nothing.

Culture Jam — August 1 to 8. Applications opened April 15. We've had a large number of new applicants this year, as well as the returning youth.

All rental equipment is ordered.

Inventory — Received all Vehicle Stickers, Food Vouchers, VIP Passes, Worker Day Passes. Still pending are wristbands for Staff/Booth/Teen.

Site Address — We have updated Google and Apple Maps to show our address as Maple Gate. We are renting a digital reader board and hoping to place it at Hope Lane on Highway 126 to direct event traffic to that gate to reduce congestion on Suttle Road. Awaiting Oregon Department of Transportation's approval for the reader board.

2024 Permits — Submitted a Type II Replacement Dwelling Permit for the Winery house that burned down. It will take approximately four weeks for approval. Right of Way Permit received. Camping and Outdoor Assembly permits are in review by the County. Permit Team is working on permitting four structures in Xavanadu.

Site — Lots of site preparation is taking place. Main Camp opens June 8. Pre-Pre-Fair Crews on site starting mid-May to prepare for Main Camp. Compost Slab is done.

EAB Response:

No firewood should be brought to, or taken from the site. No live edge wood should be brought to or taken from site. 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, wood chips, 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.

Marketing:

Tickets sales of 2024 are up 5 percent in revenue over 2023. Have sold more than 2,500 three-day tickets. We will move to General Admission Regular Price tickets on June 16 through the event. Tickets may be purchased at the Eugene office. Tickets will be sold on Mondays and Tuesdays only of each week, from noon to 4 pm. Last day to purchase tickets through the Eugene office will be Tuesday, June 25.

Oregon Public Broadcasting's Oregon Art Beat is doing an hour-long feature on us. They will be shooting pre, during and post Fair to capture the entire cycle. We will let you know when it is scheduled for broadcast, and we will try to schedule a watch party.

Printing:

The 2024 digital copy of the OCF Guidelines is on the .net site. Printed copies are in-house.

Treasurers' Report

(YouTube video: 0:18:33)

Hilary: Regarding Ann's comment first, over two years, she and the other named folks, along with Sandra, Arna, Kate Bonapart, Jax Moscato, Bryce from Recycling and random others, picked all the shiny geranium to make way for wildflowers from bus entrance to junction. Shiny geranium is an invasive plant and removing it helps the wildflowers. Places like Alice's really need it.

Regarding Treasurer's Report: Staff did a great job soliciting donations for Spring Fling and making good presentations of them. Along with raising funds for it, the event increases awareness of Culture Jam. Our three-day event often gets all the attention and passion, but Culture Jam is another important part of our organization's mission. Coordinators should be working with your budget and staff. She hopes Coordinators appreciate the great support that this staff can give crews. Main Camp schedule is very robust through Decon and that is greatly appreciated.

Shout-out to Jon Steinhart for database. It was a big push to get it up and running, as well as for end users, but it's going to help us meet so many administrative goals. It will help us figure out more precisely how many people are there and get us away from phone tree type dispersal of information, replaced by emails. Helps with membership management and cash collections.

Database leads to an issue about Significant Other passes. When they are designing the database, they had to make certain assumptions. One assumption is that crew people have dependents (SO), and they enter their names rather than the coordinator, which clearly reflects the initial Board's spoken description of what an SO is, but the Board hasn't revisited that for more than 30 years. According to the old definition, an SO should be sleeping in the same tent as you (so the footprint isn't increased), but we've come a long way from that. Board should define what is an SO in parameters because some coordinators need to do workarounds with how they use SO passes. We shouldn't be doing workarounds and exceptions for so many folks and should come up with definitions and policies. More on that soon. Doesn't want to force the outcome but wants us to come to a shared understanding on what "SO" means.

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.

Elders Committee met February 22 and the minutes are here:

<https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2024/04/EldersCommMtg022224.pdf>

Elders Committee met March 28 and the minutes are here: <https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2024/04/EldersCommMtg032824.pdf>

Fixed Assets Committee met February 12 and the minutes are here:

<https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2024/05/Fixed-Assets-Minutes-February-12-2024.pdf>

Food Committee met February 27 and the minutes are here: <https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2024/04/2.27.24-Food-Committee-Meeting.pdf>

Emerald Ash Borer Task Force: John Alexander: Task force completed first phase of meetings and they will begin meeting again after the Fair. Big lift, they met every three weeks. Please thank the folks involved. Broad Strategic Response planning is moving into Data, Education, Prevention

and Data teams. There will also be grant opportunities. All materials are available for Board and once approved, they will be on the .net site. We are well on our way and on schedule to have a Strategic Response Plan that will be effective in raising money to deal with it. Thanks to all who have participated.

All Committee meeting minutes were accepted as read by unanimous consent.

Old Business

(YouTube video: 0:26:36)

Create an Equity, Diversity, Inclusion & Belonging Task Force (Jon Steinhart, Teresa Vaughn, Sandra Bauer, Arna Shaw and AJ Jackson)

Jon Steinhart moved and Arna seconded 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.

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 who 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.

Jon Steinhart: This is an issue that the membership has told us is important to them, and people think the Board has done something about this, but this will be the first Board effort on this, other than 16 years ago when the Board adopted policy that said we should be more diverse, which doesn't cover all the issues we need to pay attention to. We want to assemble a group of experts to develop policy recommendations to the Board, since none of the Board are experts on this subject.

Member Input:

Hall: In favor of establishing a work group focused on the issues of Equity, Diversity, Inclusion, and Belonging at the Oregon Country Fair. She hopes the Board will pass this motion.

Ann Bennet-Rogers: Concerned because cultural appropriation was removed. It is a form of institutionalized racism.

LT (Lawrence Taylor): Hopes the Board passes this motion. It's time to get movement on this issue. Doesn't have substantive issues with it. Similar to the Board, he is not an expert on this topic. Procedural issue only, regarding letters of intent only to be reviewed by 25 percent of the Board. Seems like entire Board should be able to exercise authority to review the letters and make independent decision rather than delegating decision to small minority of the Board.

Board Input:

Jon S.: Removed cultural appropriation because it's a big issue that needs separate attention. We plan to look at cultural appropriation task force. Regarding LT's concern, might be an extreme reading. Group of 3 would do initial call-out. Board will get to vote on all applicants. Expects them to share all letters with the Board.

Arna: To answer LT, the vetting group is just to make recommendations, but Board would have final approval of who is named to the work group.

Lisa: Pleased to see the Board moving forward with this work, especially in light of the challenges over the most recent two years. Aspects of motion as written concern me and don't let me

support it. Only three of 12 would read letters of intent, which is troubling. While some Directors might not want to be involved and trust other Board members, it is my duty and right to do thorough due diligence, so I propose all 12 Directors be involved in review of work group members. This will provide inclusivity and transparency.

Lisa moved and Paxton seconded to amend the motion by striking the paragraph that says: ~~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.~~

And then inserting:

Interested parties will submit letters of interest to the Board of Directors. The Board will review the letters of interest and appoint members to the work group by taking votes in an open Board meeting.

Member Input:

LT: Unless it's explicit in the Motion, there is nothing to assure that it would happen. Prefers explicit procedures, so please support the amendment.

Ann: Encourages Board to support amendment.

Board Input:

Paxton: Prefers motion with amendment.

Sandra: There was no intent not to pass along letters of intent, so we can easily fix the original motion. Does not support amendment because doing things in groups of 12 is really difficult. All the materials would be available with recommendations. Amendment is not necessary or appropriate.

AJ: Echoes Sandra and added that we started this Board session with folks mentioning that they would like a higher level of trust in working together. President and VP and prior President would do heavy lifting, in original motion. Concerned that level of continued mistrust for Board based on politics is troubling. Implication done in political language. We can act as if it's procedural.

Lisa: Point of Privilege:

Steven B: Don't assign motives to amendments offered.

Lisa: Point of Privilege:

Steven B: Trying to maintain civility, not suppress anything. There was no vitriolic language offered in the amendment.

AJ: Explanation was offered. We can use a DEI lens and lived experience and professional experience to look further behind the door.

Kevin: Letters of intent could go to committee and not to the Board. Spirit of trust. Good motion. Glad we're moving to make things happen.

Jon S.: Does not support the amendment. This motion has been available for a long time and distributed to Board members a long time ago. This is being proposed at the eleventh hour.

Lisa: Point of privilege. I have given feedback before. Please don't say that I'm waiting until the eleventh hour, because that's not true.

Jon S.: Drafted motion this way so we can make progress. Getting 12 people to agree on anything is difficult so filtering things up front is efficient.

Teresa Vaughn: Doesn't have problem with amendment, not allowing everyone to have access to original letters of intent. As we work toward being more trusting of each other, we are not there yet. Asking for transparency is understandable as we grow toward that. People who crafted this have no intent to make it secretive, it's more about efficiency. Prefers efficiency of original language.

John Alexander: Supports amendment in light of this discussion and member feedback. Work like this takes as much input and as many diverse perspectives as possible. This is hard work, and we need to do it as inclusively as possible.

Arna: Doesn't support this amendment. Hoping for a lot of applicants. Tom, AJ and I wrote announcements with application period open through July 27. We want a wide range of applicants, which will be onerous to go through with 12 people. Doesn't mind sharing all the letters of intent with the Board and assumed that would happen anyway. If we don't like recommended members, we could go back to original pool. It will be a lot of work and doesn't see why there is a large problem with them coming up with recommendations in a small subcommittee.

AJ: Apologize for everyone for my emotional response to this amendment. Express that the emotion came from a place for having worked really hard to get this Board the training it needs to deal with such a big issue. Had hoped that the progress that has been made to get here would continue to improve, yet it felt like backsliding when trust was not expressed. Things were made more complicated than they should be. Original motion had a lot of thought put into it and the whole Board has had input on it and it's been adjusted many times. Now, we are here and still having a technical issue that is not really an issue. The emotion was not directed at anybody, but we need to do better. Hopefully with this motion we can start to do better. I refuse for us to go backward. Hopes fellow Board members will understand and advocate for original motion and be honest about all the work that went into it by all Board members, not just the makers of the motion.

Teresa moved and Kevin seconded to amend the amendment by restoring the original motion and adding as follows: The President, Vice President, and immediate prior President will handle the call-out for letters of intent and then review letters of intent. All the letters of intent will be forwarded to the entire Board. They will then forward the complete list of applicants identifying those who meet the requirements along with their recommendations for the work group for the Board to approve.

Jon S.: Point of order. Is this an amendment to the amendment?

Steven B.: Yes.

Jon S.: Point of clarification. So this replacing all of Lisa's language with Teresa's language?

Steven B.: Yes.

Member Input:

None.

Board Input:

John A.: We are emotionally charged, but hopefully we don't slip into old patterns. This is a demonstration of why the whole Board doesn't need to be involved. If I'm reading original motion, it provides option for more than three identified Board members to be involved. We need to listen to member input. We need to be careful, even if we put a lot of work into things, we need to allow space to change our minds based on member input or postpone the vote. It's OK for us to think about the revised motions in public meetings. Lisa's amendment does not mean everyone on the Board has to be involved, but it does allow more to participate, and if it slows us down, maybe we need to slow down.

Steven B.: Jon Pincus asked to speak after member input period was closed after having technical difficulties. Are there any objections?

Sandra objected.

Motion to allow Jon Pincus to speak out of order passed: 8-4: Jon Steinhart, George, AJ, Sandra opposed.

Member Input:

Jon Pincus: Agrees with John Alexander. Entire Board needs to get all the information, that's what they are elected to do. Best way to get transparency is to have processes that ensure it. This would be precedent setting.

Board Input:

Jon S.: Called the question. No second.

Paxton: I really object.

Lisa: Don't we have to make a motion to call the question and take a vote?

Steven B.: The question has been called for, we have to take a second. Do we have a second?

Paxton: This process is off. Once I got in trouble for substituting an amendment that AJ had made. We should have voted on the amendment, then we could be open to a different motion or amendment. This is bad practice, and I will vote against the amendment to the amendment.

AJ: Three Board members will review and then send to whole Board to review? Seems like that adds more work.

Arna: Understands AJ's point. Would prefer language to say everything goes to Board at the same time. Board should see recommendations first, but that sending the letters of intent first could skew the process. Asks for a friendly amendment to add the word *then*.

Teresa: I intended what this says right now in the chat, not intending to add a complex process. Just trying to honor the really important thing brought up by LT and Lisa and a few other people that we need more transparency.

Arna: Concerned that it says that they will forward all letters of intent to the rest of the Board, they will **then** forward the complete list of applicants.

Teresa: **Asked for a friendly amendment and Kevin agreed to add the word "then."**

Lisa: Point of process — There is an amendment on the floor.

Steven B.: This is a valid friendly amendment.

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

Tom Horn: Honor what Teresa said about building a culture of trust and continue moving toward being a healthy Board. Any motion on the docket should be open to constructive feedback.

John A.: Point of order — Did Lisa's original amendment...

Steven B.: Lisa's original amendment is being amended; talking about the language Teresa put out to replace the amendment.

(YouTube video: 1:13:35)

Sandra: Likes the amendment. Everything should go as a package.

Jon S.: Can support this amendment. Would like to pass this motion. Let's not let perfection be the enemy of good.

Lisa: Thanks Teresa for being willing to try to broker something acceptable to most of the Board. Objects to this process. Feels like the original amendment should have been voted on first.

The motion to replace Lisa's motion with Teresa's amendment passed: 10-2; John Alexander and Paxton opposed.

John A.: Lisa, was intent of your original amendment captured with the amendment?

Lisa: Mostly. I was hoping we could open the recommendation process up to the entire Board, knowing that not all 12 would choose to be involved. But it's good enough, knowing that all directors will be supplied with all the information.

John A.: Would all the directors be privy to the discussions that the three-person committee would have?

Steven B.: There isn't anything here to say that.

Paxton asks for clarification on what we are voting on.

Steven B.: First was what the change was going to be, we decided what the change is going to be, now the next step is whether or not to put it in the motion.

Paxton: Seems like an extra step, but go ahead.

The motion to amend the original motion with Teresa's amended language passed: 12-0.

John A.: Excited about this motion but concerned about the feeling of rush, which can get us into trouble. Collaborative rewriting is good. Most of discussions about this happen in closed meetings. Little bit of member input can throw us off. In good faith, hopes that if this is passed, we can get a lot of perspectives from the public. Concerned about order of operations. Thinks that as a Board, committees need to do work on lessons learned. Diversity workshops hopefully will have space to do that. Opinions are important and it's not all about objectivity.

AJ: Point of order — Earlier he was ruled not in order while making similar comments.

Steven B.: The difference is that motives were not being assigned here, but John A. should focus on the motion.

John A.: **Moved to amend and Lisa seconded** that Board Committee that will be reviewing applications and recommending the task force members be opened up to other Board members by adding:

The President, Vice President, and immediate prior President, and any other Board member willing to volunteer for this work 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 who meet the requirements along with their recommendations for the work group for the Board to approve."

Member Input:

Heather Kent: It's very clear that the Board has had a whole ton of discussion going on in the background about who is going to apply to be on this Committee.

Board Input:

Teresa: Seems like this addresses some concerns but is concerned about this slowing down the process. We need to get this work started. Doesn't really support the amendment.

Jon S.: We need to get this work started. We've been waiting 16 years. Opposed to this amendment. Language of motion was carefully selected to get the work done.

Lisa: Supports the amendment. Puzzled that if Board members wanting to be involved were allowed to do so, doesn't understand the objection to making the language explicit in the motion. As for slowing things down, if a Director is interested in the work and is pulling their weight in the committee, it shouldn't slow things down. People who want to do the work, can be expected to show up.

Paxton: Worthwhile to open up to any Board member who is concerned.

AJ: Doesn't need to say what is obvious. The obvious scenario is playing out. Exciting about training with Cliff Jones to help us with these issues. We are creating issues that don't need to be created. Our membership is watching us do this over something petty and we're not getting to the issue. Board is picking little things to get in our own way.

Lisa: Point of privilege. Comments don't have to do with the amendment.

Steven B.: Keep comments to the topic of the amendment on the floor.

AJ: There is no merit to the amendment.

Steven B.: Trying to keep the tenor of language about motives and behaviors to a minimum, and to keep the discussion directed toward the merits of the motion.

Sandra: This amendment is a minor variation of the prior amendment that was replaced. We've already voted on this. Supported original motion, but not this one.

Arna: Can't support this amendment. Remind Board that we will have a chance to see all the info and reject the recommendations of the group. They will have plenty of time before voting. Having too many people reviewing will slow the process down.

John A.: Motive is to be inclusive of elected Board members and membership who voted for them. Slower and risk averse is OK.

Motion to amend failed: 5-7; Teresa, Arna, Kevin, Jon Steinhart, George, AJ, Sandra opposed.

Original motion as amended by Teresa passed: 10-1-1; Sue opposed; John Alexander abstained.

(YouTube video: 1:44:14)

Board Liaison Committee Attendance (Arna Shaw & Sandra Bauer)

Arna moved and Sandra seconded that Board 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.

Member Input:

Spirit: Is this both liaisons or just Board liaison?

Arna: Just one Board liaison. This came from Committee Best Practices Work Group.

Jon Pincus: Strongly supports this motion.

Grumpy: We're talking about Board liaisons? Maybe amend it to say Board liaisons.

Board Input:

Arna offered a friendly amendment and Sandra agreed to change "liason(s)" to "Board liason(s)."

Arna: Committee Best Practices brought this forward to provide clarify roles of liaisons. Committee meetings can always proceed if Board liaison(s) are absent.

Lisa: Supports this because if you are the Board liaison, you should make every effort to be at every committee meeting. Making arrangements if you can't seems appropriate. But committees should be able to meet without the liaisons, if needed. Clarifying question: would this be going forward, or retroactive?

Arna: Going forward unless unless previous arrangements have been made, or subsequent arrangements.

Sandra: Practical solution to some issues that we've had because everybody has busy lives and committees are working hard and should be able to meet if we are unavailable. This is solution to previous policy problem.

John A.: In favor, great idea.

The motion passed by unanimous consent.

New Business

(YouTube video: 1:51:06)

The Board moves to make the Committee Best Practices Work Group a Committee. It would retain its current members and have the following mission statement (Sandra Bauer & Arna Shaw):

The Committee Best Practices Committee's purpose is to formulate and recommend policy and processes to the Board that enhance communication between committees and the Board and committees and the membership.

The committee's primary goal is to regularly update the Best Practices Manual through consultation with interested parties to create organizational standards that support transparency, consistency, openness, inclusive and diverse representation, and participation. The Committee will also perform related tasks as needed.

• Motion # 1

Change the method of selecting Directors to election by written ballot and to clarify the election certification process. (John Alexander, George Braddock, Paxton Hoag, Kevin Levy, Lisa Parker, Sue Theolass, and Teresa Vaughn)

(Note: Words in green and struck out are the original language. Words in red and italics are the newly proposed words.)

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 resolves to change the method of selecting Directors to election by written ballot and to clarify the election certification process, and to amend the Bylaws to effect these changes as follows:

Article V. MEMBERS:

6. Rights of Membership.

a) Voting. All members who have been members for at least 30 days prior to the date of a membership meeting **or action by written ballot** shall be entitled to cast one vote on any issue brought before the membership. Members shall vote to elect the Board, remove a Director, amend the Articles of Incorporation **as provided in the Oregon Nonprofit Corporation Act (the "Act")**, and on all other matters for which a membership vote is required by the ~~Oregon Nonprofit Corporation~~ Act and by these Bylaws. In addition, members shall have the right to vote on advisory resolutions concerning any other matter to come before the membership.

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, 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 ("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 approval or 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 Annual Election shall be conducted by written ballot in lieu of a membership meeting as provided in the Act, 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 deadline for the return of ballots.

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 Membership 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 43 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 approving or ratifying Bylaw changes, the Membership Secretary shall cause action to be taken by written ballot in accordance with the Act in lieu of convening a special meeting.~~

34. **Notice.** Written notice of membership meetings and Annual Elections or other actions by written ballot 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, Annual Election, or other action by written ballot. 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, **Annual Election, or other action by written ballot** may request the OCF to send such communication to all members entitled to vote at the meeting, **Annual Election, or other action by written ballot**. 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, **Annual Election, or other action by written ballot** is given, and not less than five business days before the scheduled date of the meeting, **Annual Election, or other action by written ballot**. 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 **at a membership meeting or in connection with membership action by written ballot in lieu of a meeting** by appointing the Membership Secretary of the Fair as proxy to vote ~~an absentee ballot~~ for the member. Such ~~proxies~~ **appointments shall be referred to as absentee ballots**, shall be personally signed by the member, shall be effective only for the particular meeting **or action by written ballot in lieu of a meeting**, for which given, and shall specify with particularity the member's votes. **Proxy appointments** ~~Absentee ballots~~ must be submitted on forms approved by the Elections Committee. **and may be submitted either in paper form or by email. Proxy appointment** ~~Absentee ballots~~ shall be available for all matters for which binding membership votes **or such advisory votes as the Board may designate from time to time are entitled to be cast.** An ~~proxy appointment absentee ballot~~ is effective when received by the Membership Secretary or other officer or agent authorized to tabulate votes. An ~~proxy appointment absentee ballot~~ is revocable by the member, and is revoked if the member ~~casting the absentee ballot~~ **making the proxy appointment:** a) Attends **the meeting for which it is given** and votes in person, **if the proxy is given for a membership meeting;** 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~~ **proxy appointment** is revoked, or a subsequent ~~absentee ballot~~ **proxy appointment.**

89. Elections Committee. The Board shall appoint an Elections Committee and make other provisions to ensure fair and accurate ~~elections~~ **balloting at Annual Elections, other actions by written ballot, 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 30 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 any other action by written ballot**, 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 and any other action by written ballot**. The powers of the Treasurer shall be such as are consistent with the performance of the above enumerated duties.

• **MOTION #2**

Establish a minimum age for OCF membership (John Alexander, George Braddock, Paxton Hoag, Kevin Levy, Lisa Parker, Sue Theolass, and Teresa Vaughn)

(Note: Words in green and struck out are the original language. Words in red and italics are the newly proposed words.)

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 resolves to establish a minimum voting age of 16 years by the date of an election, and to amend 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 fulfilled the eligibility requirements of Article V, Section 2** ~~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.

- **MOTION #3**

Clarify the effective beginning of terms of newly elected Directors (John Alexander, George Braddock, Paxton Hoag, Kevin Levy, Lisa Parker, Sue Theolass, and Teresa Vaughn)

(Note: Words in green and struck out are the original language. Words in red and italics are the newly proposed words.)

(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 resolves that the term of office of newly elected Directors be effective upon ratification of the election results at the annual Board meeting, and to amend 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 #4**

Change the voting participation requirement to count voting in any election vs. only the annual election as fulfilling the requirement. (John Alexander, George Braddock, Paxton Hoag, Kevin Levy, Lisa Parker, Sue Theolass, and Teresa Vaughn)

(Note: Words in green and struck out are the original language. Words in red and italics are the newly proposed words.)

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 Resolves to count voting in any election as fulfilling the voting participation requirement, and to amend 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 action by written ballot~~ 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

● **MOTION #5**

Change the petition signature requirement from a hard number to a percentage of members voting in the last election. (John Alexander, George Braddock, Paxton Hoag, Kevin Levy, Lisa Parker, Sue Theolass, and Teresa Vaughn)

(Note: Words in green and struck out are the original language. Words in red and italics are the newly proposed words.)

(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 resolves that valid petitions are required to have the verified signatures of 100 Members or 8 percent of those voting in the most recent annual election, whichever number is greater, and to amend 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~~ 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 ("**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 **approval or** 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 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 **Annual Election** shall be conducted by **written ballot in lieu of a membership meeting as provided in the Act**, 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 within five days **of the deadline for the return of ballots.**

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;

Be it resolved that valid petitions are required to have the verified signatures of 100 members or 8 percent of those voting in the most recent annual election, whichever number is greater, and to amend 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, **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 of Directors may designate. Petitions must include member signatures with the name also legibly printed and the member's Fair affiliation.

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.

Meeting Evaluation

(YouTube video: 1:52:55)

Last round for the good of the peach.

Lisa: Great meeting. Steven did a great job facilitating. Just wants to say that this was a good example of the Board working together and compromising and getting work done. It takes longer and it is challenging, but these are not conversations to be had behind closed doors. Amending motions is normal and acceptable. A little troubled that sometimes feels stifled but otherwise we did a good job. Worked through a difficult conversation and worked to a compromise.

Jon S.: Happy we got through Old Business but wishes we had time to work through New Business. There was too much speechifying that wasn't about the motions specifically that took up too much time, which stopped us from doing other stuff.

Teresa: Agrees with Lisa that this issue is something the entire world hasn't come to agree upon in thousands of years. We are trying to do something really hard, and it took a little longer.

Hilary: Appreciates Steven's facilitation and introduction of standardized terms. Hadn't heard "point of privilege" before. You would do that when the boiler is about to explode. They are urgent things that involve whole membership. Not sure it was used correctly in this meeting.

Would like to see more specifics when New Business items are introduced, such as “establish age to vote to X years old” instead of just “establish the voting age.”

Lawrence Taylor: Respectfully disagrees with Hilary’s description of point of privilege, which refers to credibility, dignity or reputation of a member as well as urgent matters. Acknowledges that AJ apologized about having an emotional reaction. That deserves respect and it’s very difficult. On other hand, one set of rules needs to apply to all.

Grumpy: Steve did a great job facilitating this meeting. You all need to stop attacking each other. Disagrees with what Hilary said. People say we shouldn’t attack but then they do it.

Jonathan Pincus: Steven did a good job. Tackled a lot of tough subjects. Democracy takes a long time and is tough work. If you try to encluse it from the people, it will come back around the work will be extended, even though you think you are creating efficiencies. Efficiencies evaporate when you stop being inclusive. Would like to see Country Fair be beacon open governance.

Spirit: Learned more about the internal struggles of the Board than any motion on the table. Equity: when president speaks, we give a little more time to them. It’s important for me to hear what they have to say; they were voted in for a reason.

John Alexander: Appreciates AJ’s attempt to get member input in here.

Sue: Steven: Impressed by your facilitation. Tom Horn, thank you for comment about voting one’s conscience.

Steven: Nothing that he’d love more than refining the process with the Board. That won’t happen before Fair, but maybe down the road. Working to be as fair and consistent as possible. Hears people talk about feelings or concerns, which they can discuss, but only concisely. Please stay focused on the issue on the floor. Try to have neutral, objective language. Doing my best.

AJ: This organization is struggling with its ability to have a conversation around equity and inclusion. It’s important to recognize that this is an emotional conversation. People don’t like to talk about it a lot, but reality is that your president is a black man. These conversations and how we move forward affects me in a way that it might not affect others. For last three years or more, I have experienced an inability of this Board to do the necessary work to get us to our goal of being an anti-racist organization. This conversation tonight was a further reminder of what happens when we don’t center BIPOC voices, and in this case our own president, who is a black man. Feels distrust behind the scenes about his leadership, and it bled into public meeting tonight. We have to continue to be better. Would like to have hard discussion about equity and inclusion and feel like his voice is respected by his fellow Board members.

Next Board Meeting: June 3, 2024, 7 pm via Zoom

June-Ly Board Meeting: Sunday, June 30, 2024, 4 pm to 6 pm at Alice’s Fire Pit, In-Person

