

Board of Directors Meeting

March 4, 2024, 7 pm

(Subject to approval by the Board at the April Board meeting)

Zoom remote online and live streamed on YouTube

YouTube recording link: <https://www.youtube.com/watch?v=tqD1YZqNZH4>

Board Directors present: Anthony “AJ” Jackson, (President), Sandra Bauer, George Braddock, Paxton Hoag, Kevin Levy, Arna Shaw (Vice President), Sue Theolass, Jon Steinhart, Lisa Parker, John Alexander (joined via YouTube and voted through Arna via WhatsApp) and Teresa Vaughn. Absent Board Members: Tom Horn. 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

Teresa: Bylaws & Elections Committee has submitted everything to lawyers, so they will be ready for the March 18 Work Session.

AJ: On February 29, the Board met in closed session; no votes were taken.

Minutes Review

(YouTube video: 0:02:28)

Grumpy: February meeting talked about Teddy Bear picnic, which was listed on August 28. It's on Sunday, August 18. Please correct.

Kirsten confirmed that was a typo and Teddy Bear picnic will be on August 18.

The Board approved the minutes of the January 29 and February 5 meeting minutes, as amended.

The motion passed by unanimous consent.

Agenda Review

(YouTube video: 0:04:21)

Sandra moved and Arna seconded to move the 2024 Capital Improvement agenda item from New to Old Business and place it first position on the agenda. It should have been listed last month as New Business, so it could be on tonight's agenda. It is time sensitive.

Member Input: None

The Board approved the March 4, 2024 agenda, as amended by unanimous consent.

Member Input

None

Staff Report – Executive Director

Administration

The 2024 Capital Improvement Requests have been reviewed by the Budget Committee and they are on the agenda to be voted on at tonight's meeting.

Amplified Sound Task Force is looking for 10-15 volunteers to be on the Task Force. We will be running a message in the March FFN to recruit volunteers. Deadline to submit letter of interest is March 31. If interested in participating, please email your letter to office@oregoncountryfair.org. First meeting will occur in April 2024.

Guidelines: We will move our dates for Guideline revisions to October 1 – November 15. The goal is to give the Board January and February to deliberate and vote on guideline policy changes without delaying the printing of the Guidelines.

Committee Annual Reports are due March 15. Please email them to office@oregoncountryfair.org. The reports will be given to the Board in the April Board packet.

Event Management

We are actively working on Contracts and Permits. 2024 Contracts: LTD: Per the Federal Transportation Administration, LTD is required to post the route to “for-profit” companies before they can provide service. Quotes were received but did not meet our needs. LTD is rerunning the request for proposals with greater requirements and they feel confident that they will be able to provide bus service to our event this year. Ritz Sauna: contract submitted to Board for Potential Conflict of Interest vote in March. AT&T COW: contacted and declined; working on ways to convince them to come. If you have AT&T service, please share your opinion directly with them about not having service during our event. Verizon is definitely bringing a tower. T-Mobile is definitely bringing a tower.

2024 Permits: Lane County Camping Permits are done and will be submitted in early March for Farside, Zenn Acres, Alice’s, Marshall’s, and Dahinda Acres. Lane County Outdoor Assembly Permit is done and will be submitted in early March. ODOT: working on it. Lane County Right of Way is done and will be submitted in early March.

The Spring Fling is set for Saturday, May 4.

Main Camp will open on Saturday, June 8.

The Teddy Bear Picnic is Sunday, August 18.

Culture Jam is moving forward by one day. The new dates are Thursday, August 1 to Thursday, August 8.

Site

The Fair is receiving a donation of 360 Alder saplings. We are holding a work party on Saturday, March 23, to get them into 2-gallon pots. If interested in participating please sign up through our work party sign up form: Alder Sapling Work Party — March 23, 10 am at Dug’s Green.

A new water pump was installed at the Winery. The old water pump was the original pump from the 1970s.

Lots of Tree work is being done on site due to storm damage and structure protection. Dug’s Green improvements continue.

A server is being installed to handle back-ups from the Eugene office, so we have redundancy of data storage.

The West Wing Conference Room should be finished just before this year’s event. Flooring and painting will be done before this year’s event.

Marketing

2024 Tickets will go on sale on Friday, March 15. Three-day tickets will be offered until sold out. General Admission Early Bird tickets will go on sale on Monday, April 1 to 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 pm to 4 pm. Last day to purchase tickets through the Eugene office will be Tuesday, June 25.

Printing

Guidelines: Expect out of printers March 29. Vehicle Stickers are in the works. Food Vouchers: Ordering 40,000 \$6 and 20,000 \$3 vouchers; this is more than budgeted and we will only utilize the amount needed to hit budgeted allocations. VIP Passes are at the printers. Worker Day Passes are currently being printed from the Afton ticket system. Wristbands are in process: Three-Day, Staff, Teen, Teen Crew, Teen, Booth.

Treasurers' Report (YouTube video: 0:11:05)

Hilary: Thank Budget Committee and staff, as they approach end of budget season. They've been meeting since Fall. Thanks everyone for all their time at many meetings. Last month there were three meetings about Capital Projects. It's sad and satisfying to finish up a large amount of work. She has a copy of 2023 books to finalize before handing over to outside accountants for 990 Prep and Financial Statement review. Big props to Norma, Kirsten and Alex for turning in the cleanest set of books she has ever seen from Fair staff; the number of adjustments is way down and all she needs to do is change formatting.

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.

Sue: Proud to work on Bill Wooten Endowment Fund. We are a philanthropic organization and it's great to give back to local community. They were able to give away \$20,000 this year, so they could fund these projects:

Culture Jam scholarships.

Elmira Elementary School for Shake Away Dance project.

Lane Arts Council in collaboration with Fern Ridge Public Library will offer three free workshops focusing on the intersection of science and art.

Rural Art Center will offer multicultural art instruction on shortened school days; older students can participate in ukulele club.

SMART (start making a reader today) in Elmira and Veneta elementary schools will help students develop love of reading.

Veneta Elementary School for art projects working with wire and basic color theory.

Word Crafters in collaboration with Elmira High School for a residency focusing on creative writing and spoken word performance.

The Leslie Scott Imagination Award goes to Elmira Elementary School.

(See story on the Bill Wooten Endowment Fund in the February issue of Fair Family News.)

Stephen: Joint Bylaws-Elections Committee has mandate to deliver a report in March. They met two times and they have drafted five proposed Bylaws changes. Posted all changes on .net site a month ago but this month they separated them out in five different motions. One substantive change is regarding the beginning of terms of service for Officers: there are two options. Documents are in legal review and will be posted on .net site as soon as they are returned from attorney. At the March 18 Board Work Session, the proposed changes will be discussed. Hopefully these can be New Business in April and voted on in May.

Committee Best Practices met on 12/6/23 and the minutes are here:

<https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2024/02/120623CBPWG-Approved-Minutes.pdf>.

Craft Committee met on 1/9/24 and the minutes are here: https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2024/02/Craft-Committee-minutes-1_9_24.pdf.

Elder Committee met on 1/25/24 and the minutes are here: <https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2024/02/EldersCommMtg012524.pdf>.

Energy Park Committee met on 11/19/23 and the minutes are here: <https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2023/12/ENERGY-PARK-MEETING-Nov-19-2023.pdf>.

Energy Park Committee met on 2/18/24 and the minutes are here: <https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2024/02/ENERGY-PARK-MEETING-2-18-24.pdf>.

Path Planning Committee met on 2/18/24 and the minutes are here: https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2024/02/2_18_2024-Path-Planning-.pdf.

Old Business

(YouTube video: 0:16:20)

George moved and Jon Steinhart seconded to approve the 2024 Capital Improvement requests as submitted by the Budget Committee, totaling \$148,716 from Operating, \$80,000 for Long-term and \$158,586 paid out of Restricted Fund. (George Braddock & Sandra Bauer)

Hilary: List of recommended projects were provided to Board with priority levels. \$300,000 worth of requests received, researched and ranked. Some projects are carry-forward ones (such as Recycling). Some are health and safety (high priority). Some are long-term, such as working on putting in a slab foundation at winery with insurance money to rebuild a house. Staff and crews have opportunities for synergy with some projects, such as water project. We are really behind with maintenance and improvements for infrastructure. Isolate operating costs from larger infrastructure projects. KOCF fund-raises for equipment but needed to access money via Capital projects. Believes all the projects are worthwhile and hopes the Board supports them. Porto potty purchase: Alexis recommended as multi-phase project where we would buy 17 or 18 potties and store them and rotate them around and have them serviced, avoiding \$85 per unit per month drop fee. They would pay for themselves in about four years. Site vehicle: We have a problem keeping vehicles maintained and we need one that is road worthy and licensed to go on road.

Member Input

Heather Kent: Regarding Porto-potty purchase, make sure the pump-out price is the price you are expecting. It can get very expensive so make sure how much you believe you will save is accurate.

Paxton moved to add total cost in motion: totaling \$148,716 from Operating, \$80,000 for Long-term and \$158,586 paid out of Restricted Fund.

The motion passed as amended by unanimous consent.

(YouTube video: 0:31:20)

2024 Ritz Sauna Contract (Kevin Levy & Tom Horn)

Kevin moved and Jon Steinhart seconded to approve the 2024 Ritz Sauna Contract.

George declared that he has a conflict of interest and recused himself.

Member Input

Dani Derrick: Please vote yes to approve the contract. They do a lot of great work during the off season for staff.

Board Discussion

Lisa Parker: The reason the Board has to vote on this is because the Bylaws say that if there is a potential conflict of interest, the Board has to read through it to ensure the contract is fair to the Fair and she believes it is.

The motion passed by unanimous consent.

(YouTube video: 0:35:14)

Open Committee Meeting Records (Arna Shaw, Sandra Bauer, Tom Horn, Jon Steinhart and AJ Jackson)

Sandra moved and Arna seconded to allow all open Committee meeting recordings to be seen by the Fair community. This policy will start one month after its passage by the Board and will apply to future meetings. Committees that have no closed sections of meetings may vote to make their prior meetings public. No closed meetings may be made public. The mechanism for access to the recordings will be developed by operations and explained to the Board and the Fair community next month.

Sandra: Attorney reviewed policy and said we are allowed to post these since we own the videos and notify the attendees that the meeting is being recorded. Has spoken to Kirsten and staff is prepared to implement policy, if approved.

Arna: Remind Board and membership that when Board began recording, there was a lot of controversy but now we have been recording for years and it has worked really well and has increased access. This will allow more community members to watch.

Member Input:

David Wagenheim: Food vendor and on Food Committee. This has come up before. Sees it favorably as Committee member because it increases transparency. We are trying to recruit new members. It's all volunteer and it's a lot of work, so any opportunity for Fair family to investigate is positive. Increasing engagement and involvement is positive.

Hall: 1998 was her first Fair. She lived six hours away and it was too hard to participate but one of the silver linings of the pandemic was improving accessibility due to online meetings. Recording meetings greatly improves people's ability to learn and get involved. People with objections are worried about statements being taken out of context but the meetings are public anyway. Please vote yes.

Carolyn Gsell: Elders Committee scribe and highly endorses recorded meetings being available. Echoes what David and Hall said. Also likes being able to increase speed.

Amy Hand: Read the following letter that was sent to the Board:

Subject: In response to the Motion Regarding Opening Committee Meeting Recordings to the Public

This letter summarizes concerns from some members of the Path Planning committee in regards to the proposed motion addressing the public release of all open committee meeting recordings. While we understand the value of transparency and community engagement, it is felt the proposed policy could have unintended consequences that could negatively impact the effectiveness of committees like Path Planning.

Concerns raised include:

- **Reduced Candor and Participation:** Making all open meeting recordings available to anyone inside or outside of the Fair community could discourage individuals from volunteering on committees due to concerns of public scrutiny or misrepresentation of their opinions expressed during the meeting. This could limit the diversity of voices and

perspectives represented in the committee, hindering their ability to effectively fulfill their responsibilities.

- Control of access of recordings: Open meetings are our current operating procedure, with readily available minutes and agendas. Knowing that every word, after being recorded, will be openly available to an undefined community member, (including any jurisdiction or media group) could lead to self-censorship and hesitation to explore new ideas or raise critical issues openly. This could ultimately hinder the quality of committee work. It could also place the Fair in jeopardy of any number of lawsuits. If the Board passes this motion, it would go against the number one responsibility of fiduciary accountability for the organization that they are charged with.
- Logistical Challenges: The proposed policy lacks clarity on logistics, including the method of defining the community impacted and accessing recordings, ensuring privacy of individuals mentioned, and managing potential storage limitations. Implementing this policy effectively without incurring significant resources and administrative burden requires careful consideration.

We urge the Board to obtain legal counsel and carefully consider the potential repercussions of this proposal before passing such a motion. Please explore alternative approaches that ensure transparency while safeguarding the effectiveness of committee work.

We hope that you discuss this matter further and find a solution that best serves the long term health, safety and interests of the Fair and our committee volunteers.

Sincerely,

Amy Hand, Kirk Shultz, Stephanie Head, Corey Cliffe, Wren Arrington, Dean Middleton, Sue Theolass, Ann Rogers, Sylvia Fireman, Rosana Costello and Otis Gray

Heather Kent: Facial expressions can be taken IN context. Motion being needed for this strains credibility. Matter of public record for ourselves.

John Govsky: Core values of an organization like this would be transparency and integrity. There are reasons to have closed meetings, but transparency should be the default setting.

Robert "Mouseman" McCarthy: This is a fine idea and it's a longtime coming. Is there a mandate to record meetings?

Michael "Coyote" Connolly: "This is a good motion and good opportunity to support and trust each other. Don't be driven by fear. Give Committee members an opportunity to think about what they are saying before they act. Maybe there will be consequences if you tell a fellow Committee member to shut up. Opportunity to practice kindness because community might see what you say. Heard a concern about candor, but that is just being honest, sincere. If having open meetings make people be more honest, that's a good thing. Thanks for bringing this forward.

Allain: Respond to letter of person who read letter from Path Planning. Can't understand why anybody on that committee would object to recording meetings. They are supposed to be growing community. Seems like more of an opinion. It should not squash diversity or inclusion, and this would probably increase inclusion and transparency. Should reflect how we behave on the path. Remember our personal opinions and our work as a group. Please vote yes.

Lawrence Taylor: Limit comment to legal implication. Fair would own the videos, yes, but unsure what other questions there might be such as legal liability. There might be unintended consequences and he takes issue with that position being characterized fear based. How much research has been done to ask Committees what they think? Path Planning members' concerns bear consideration.

Dani Derrick: A hundred percent in support of this motion for sake of transparency. Assume good intent.

Jon Pincus: Supports this motion and is a member of Path Planning Committee. This motion will help eliminate misinterpretations of statements taken out of context that can happen from reading minutes or hearing about it second-hand. This is great for democratic process. OCF should

be beacon for open democratic process. Now that we have the technology to do so easily, this motion puts us one step closer to that goal.

Wren: Expects the motion to pass but it inhibits the likelihood that he will participate in Committee meetings. Committees are small groups of people who know each other and have intimacy and familiarity. There is room for crosstalk, not just motions. Brainstorming, discussion, and jokes are made. They handle themselves differently than in a private setting and the surveillance of the camera would make them feel less free to be candid. In the rest of the world, they feel like a misfit, hippie, freak, outlaw, but at Fair they feel more comfortable being authentic, so this doesn't represent flavor of what Fair has traditionally been.

Dean Middleton: Concern about first sentence about Committee meetings beings seen by Fair community because that is not defined. Doesn't mind the fact that Committee would be available to members of the Fair family. Fair family might differ in definition to different people.

Board discussion:

Jon Steinhart: Videos are super helpful. If people are worried about being candid, sometimes there is really bad behavior on videos, and if we can deter that, that is good. Brainstorming process could be very useful to be able to watch because that isn't in the minutes.

Sandra: All meetings are supposed to be recorded other than small ones in houses lacking equipment. Confidential ones are not recorded.

Sue: Thanks Amy and Wren for their comments. Serves on many Committees, including mostly Craft, Food and Path Planning, has served for over a decade. They are very productive, respectful and hold best interest of Fair at heart. They work on ways to make Fair better for all. Lot of brainstorming and sometimes there is a joke or idea out of left field. This might stifle people from being as fully earnest as possible. People might have faces taken out of context because we don't know what is going on in other areas of the room. Also concerned about how this would be vetted and who else would see the videos. Cannot support it as written. Would rather see the language specified *in* the motion.

Teresa Vaughn: Only remaining big concern is when recordings end, since we say when they begin. Misses the days of meeting in person, but that's not the current world and we need transparency.

John Alexander via Arna: With better vetting, more discussion, and more time, I would likely be in favor, agrees with transparency and other arguments in favor. However, it has not been until tonight and today that I have better learned about the objections. The motion needs more work. Likes how we list New Business before it becomes Old Business. Maybe we need consensus like the way we did things around amplified sound, which was a good process. I could be convinced to support this but not tonight. Maybe we discuss tonight and vote at next meeting. This would give more time to consider member input. Bring better vetted motion forward and avoid a process of amending motions and needing to hastily vote on a morphed motion. Additional guidelines might be needed, such as not posting only partial videos. This is out of sequence with some other things the Board needs to discuss with Board and membership. Suggests this motion be withdrawn and reworked. Need to work on DEIJ.

Arna: One of the sponsors and believes in it because this organization needs transparency. Committees is where a lot of our work is done, which is important. Don't understand why it would inhibit comments. Misses informal days of meeting in person. Attends a lot of Committee meetings and is opinionated and outspoken and is happy to argue issues. You can make jokes and debate, as long as you treat everyone with respect and kindness. Stopping to think about what you're going to say is a good thing. This is important for our Board to do. Early evening Committee meetings can be a hard time to attend for some, so having recordings will help increase participation. Fair Community is more than just members. There is a process for Committees to close meetings. Doesn't understand the fear around it. There was one incident with a facial expression, and she moderated a FB post that she doesn't believe she handled well, and apologizes

for, but that is the only incident she recalls in years of recorded Board meetings, and she is not worried and believes the organization needs transparency and to act on the value they talk about.

Paxton: Would like to have stuff accessible to membership. That could help us get more members (recruiting tool). Concerned about closed meetings being released. Likes that Committees don't have to release old videos. Path Planning has closed meetings for real estate topics, also LUMP. Stop recording during closed sessions. It will limit what I say in Committees but that's OK. If it's misused, it's a violation of the Guidelines. This motion is workable.

Lisa: She sent email sent to fellow Board members: understands benefits, including transparency and improved accessibility. Concerned about confidentiality. Even open Committee meetings might touch on confidential issues which could open the Fair up to liability. Posting recordings online risks exposing sensitive info to anyone on internet. Misrepresentation can lead to misunderstandings. Decreased candor, which could stifle creativity. Some folks might contribute less if they know there is a recording posted online that could be taken out of context. Participation may decrease due to knowing videos will be posted online. Recording and posting only to a certain audiences will take work (technical infrastructure) and could expose us too. All open Committee meetings are posted to .net site but sometimes proprietary things are discussed. We don't have capacity to limit audience. Legal opinion only spoke to the fact that it is legal to post videos online because we own them, but there was no discussion of risks or unintended consequences.

Sandra: Thank you for discussion. You cannot talk about transparency and not be transparent. This is a reason to allow Fair community to access the recordings, which already are being made at Committee meetings. If there are misrepresentations, people can watch the whole recording to see what happened. If it is misused, it would be a Code of Conduct violation. There are often differences of opinion on policy, that's how the world works, but that doesn't mean we can't pass good policy and tweak it if it needs improvement. This is a long time coming.

Kevin: Supports the motion. Sandra is right, we talk about transparency, so we should walk the talk and leave the Fair better for future generations. Having the recording helps him focus instead of getting distracted with trying to have fun when there is work to focus on. We are weird and wacky and we should be one of the rare organizations that does this.

AJ: Supports motion. Every word during every Board meeting is recorded and there haven't been any legal problems. Challenges those that feel like they cannot be candid to ensure that words and tones do not hurt others. Members need access. Attorneys said everybody is aware that the meetings are being recorded.

Sue: Saddened that when concerns are voiced, others refer to them as fear. Words and language matter.

Lisa: Reiterates that she appreciates the benefits to membership of increased accessibility. OCF is unique in how much participation and transparency it strives for, but she believes it's equally important that fiduciaries consider the unintended consequences and make decisions from most informed decision possible.

(YouTube video: 1:34:31)

John Alexander via Arna moved and Paxton seconded to amend the motion. "Board moves to allow all open Committee meeting recordings to be requested for viewing to OCF members seen by the fair community. This policy will start one month after its passage by the Board and will apply to future meetings. Committees that have no closed sections of meetings may vote to make their prior meetings public. No closed meetings may be made public. The mechanism for access to the recordings will be developed by operations and explained to the Board and the Fair community next month with the following guidelines: this is an OCF privilege and members who request access to recording agree not to share with others."

Member Input:

Michael "Coyote" Connelly: Members vs. wristbanded people; this would only allow 5,000 registered members to have access. Believes everybody should have access, not just 5,000 members.

Stephen: Doesn't mind anything he sees in Committees being shared with membership. Regarding what Lisa said, once a recording is shared with one member, it's impossible to control who they might share it with and you have to assume it's being shared with the whole world, even if they promise not to share it. If you share it with two people, it's very difficult to know who shared it, so if you would share with one, you might as well share with larger audience.

Heather Kent: There is not reason to change the motion from it's original after what Stephen said.

Dave W: After all the discussion it seems like there is more support for original unchanged motion, even though some Board members are opposed to it. Is there anything about the motion that could be changed to earn their support? Maybe you're ideologically opposed to it and therefore not for transparency? If you're willing to compromise and willing to change, like John Alexander, let's hear it. He's for transparency.

Allain: Please don't accept this amendment. John is probably trying to facilitate common ground, but it convolutes and makes more problems. Please pass original motion.

Dean Middleton: supports the changes put forward because they point out that we don't have a common understanding of who the Fair community is.

Michael Connelly: Read an Anne Frank quote about ideals, believing that people are truly good at heart.

John Govsky: If you restrict things only to membership, you'd have to create and maintain an online login system, which sounds like a logistical nightmare that creates more staff or volunteer time.

Board Discussion on the amendment:

AJ: Member vs. wristbands. Members vote and have certain number of wristbands in a row. Seven to ten thousand people who volunteer every year have wristbands. Can't support this amendment because it eliminates a large section of the Fair community with the restricted access.

Stephen: Members are wristbanded people who register to vote and actively vote. They fill out a form to apply for membership and actively vote. They would have voted in one of the last three elections and have attended one of the last three Fairs.

Arna: Can't support amendment because it's too limiting to only include members.

John Alexander: Agrees with Dave W. Let's write a new motion that considers all the comments.

Sandra: Many volunteers don't vote so we shouldn't limit to members and should keep "community."

Jon Steinhart called the question about the amendment and Arna seconded.

The motion passed: 9-2; Lisa and Sue opposed.

The motion to amend failed: 0-10-1; John Alexander Jon Steinhart, Lisa Parker, AJ, Paxton, George, Sandra, Kevin, Arna, and Teresa opposed; Sue abstained.

Lisa: What would it take support it? We would need to vet unintended consequences rather than push it through under the banner of transparency without adequate thought and consideration.

Jon Steinhart called the question and Teresa seconded to vote on original motion.

The motion passed: 8-2-1; Sue and John Alexander opposed; Lisa abstained.

The original motion passed: 8-3; Lisa, John Alexander and Sue opposed.

New Business

(YouTube video: 1:56:55)

The Board moves to approve the 2024 Logo Items (Sue Theolass & Arna Shaw)

The Board moves 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. (Teresa Vaughn, Arna Shaw, Sandra Bauer, AJ Jackson, George Braddock, Kevin Levy & Jon Steinhart)
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/>

The Board moves to amend the Bylaws by adding that the President and Vice President(s) must be duly elected Board Directors. (Arna Shaw & Sandra Bauer)

The Board moves that the Community Center Committee be dissolved (Jon Steinhart & Sandra Bauer)

The Board moves that the Vision Action committee be dissolved. (Jon Steinhart & Sandra Bauer)

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 questions/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.

Meeting Evaluation

(YouTube video: 1:58:02)

Last round for the good of the peach

Arna: Appreciated all the member input tonight. Happy to see engagement.

Jon Pincus: Great to see respectful and articulate participation.

Mouseman: Great meeting.

Kevin: Thank you for an awesome discussion and sharing opinions from all sides. Thank you Arna for helping facilitate getting John Alexander to the meeting.

Board Work Session regarding Bylaws & Elections: March 18, 7 pm

Next Board Meeting: April 1, 7 pm via Zoom

President's Peace

(YouTube video: 2:00:18)

AJ: Thank you to volunteers for their participation tonight. Thanks to Operations Team for preparing the land for the next event, which is a lot of work. Please participate when you can: Call the office to figure out when you can help. Proud of us tonight; we have hard conversations in our meetings and they don't always go well. Tonight, we had disagreement, but people were respectful and he is proud to belong to an organization that functions in this way.