

Board of Directors Meeting

April 1, 2024, 7 pm

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

Zoom remote online and live streamed on YouTube

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

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

The meeting was facilitated by Steven Berkson.

Announcements

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

Sue: Saturday Market starts this Saturday!

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

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

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

Minutes Review

(YouTube video: 0:04:00)

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

Agenda Review and New Business

Jon Steinhart is withdrawing EDIB task force motion that was going to be Old Business tonight after receiving lots of feedback after meeting last month, giving more time to review motion. Many people wanted to remove cultural appropriation from the list; has learned that it’s different than EDIB. Maybe we can make a separate task force for that. The Board puts motions up on the website over a month in advance. Please email us feedback early and often, before Board meetings, so we can process things before voting at Board meetings.

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

Member Input

None

Staff Report – Executive Director

Administration:

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

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

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

Event Management:

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

2024 Permits: 1) All Lane County Permits have been submitted: Far Side Campground; Zenn Acres Campground; Alice's Campground; Marshall's Campground; Dahinda Acres Campground; Far Side Outdoor Assembly Permit; Right of Way; Dance Pavilion Building Permit. 2) We are currently working on the permit to replace the Winery House that burned down; it is called Verification of Replacement Rights.

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

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

Site:

EAB Response: The Fair received a donation of 360 Alder saplings and 100 Ponderosa Pines. They were potted on Saturday, March 23 and are staged at Dug's Green. Thank you to the volunteers

that participated: David Hoffman, Dave from Green Thumb and Sean Bolton. Reminder of the Guidelines on Invasive Species and Wood. Invasive species threaten our natural ecosystem and must never be brought on site. Clean camping gear, vehicles, and footwear before coming to the site to prevent spreading seeds of invasive plants. Non-native plants should not be introduced without permission of the Site Manager. To help prevent the invasion of the tree-killing beetle known as the emerald ash borer, and other harmful insects, fungi, and blights (e.g., sudden oak death), ash wood is prohibited, unless previously coordinated with and approved by the OCF Site Manager. Crafters or booth representatives who utilize wood or plants in their products should contact the Site Manager for discussion of environmental safety protocols and best practices. Firewood, plants, soils, woodchips, wooden booth construction materials and decoration materials (excluding de-barked, kiln-dried professionally milled lumber) can be vectors for disease and invasive species. To obtain firewood for burning on-site, please contact Quarter Master or site employees. Additionally, in efforts to prevent the spread of pests and diseases, no firewood is to be taken from the site. Individuals observed bringing firewood from offsite or removing firewood from the site are subject to confiscation of firewood. With regard to invasive species and harmful fungi and blights, please inspect materials, products, clothing, shoes, and vehicles for potential invasive insects and seeds and remove any potential vectors from relevant items before coming to the Fair. Wooden pallets may also carry invasive species or be heavily treated with chemicals. Thereby, wood pallets are not to be brought to site for use in campgrounds, other personal uses, or for firewood. Operations will coordinate the removal of wooden pallets brought to site via product delivery as they arrive.

Compost Slab: The first pour happened on 3-26-24. The final pour is scheduled for 4-1-24.

Marketing:

2024 Tickets: 3-day tickets went on-sale March 15. We have sold over 1700 3-day tickets. These will stay available until they sell out, or we see they aren't selling much and we will move the inventory to the General Admission tickets. General Admission Early Bird tickets go on sale on Monday, April 1 – June 15. General Admission Regular Price tickets will go on sale on June 16 through the event. Tickets may be purchased at the Eugene office starting Monday, April 1. Tickets will be sold on Mondays and Tuesdays only of each week, from 12 to 4 pm. Last day to purchase tickets through the Eugene office will be Tuesday, June 25.

Printing:

Guidelines: 2024 Digital Copy of the Guidelines is on the .net site. Printed copies should be in-house March 29. Vehicle Stickers: All due in-house by May 1. Food Vouchers: All due in-house by April 15. VIP Passes: Done. Worker Day Passes: Almost done; currently being printed from the Afton ticket system. Wristbands: all due in-house by April 15. 3-Day: Staff, Teen, Teen Crew, Booth.

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

Treasurers' Report (YouTube video: 0:16:01)

Hilary: This is time of year when next four months will determine the following year's financial situation. Since COVID we haven't been as confident about what kind of year we are

going to have. We have been adjusting revenue depending on projections. We've put off capital improvement projects in an effort to not over-commit. We have so much delegated responsibility for spending in this organization. New Coordinators can get a credit card through Norma, and she can provide reports to monitor budget. Norma can also do reimbursements. Talk to staff liaison if you cannot stay within budget so they can help you.

Committee and Working Group Reports

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Elders Committee met on 2/22/24 and the minutes are here:

<https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2024/03/Elders-Committee-Summary-2-22-24.pdf>

Old Business

(YouTube video: 0:21:10)

Approve 2024 Logo Items (Sue Theolass & Arna Shaw)

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

Member Input: None

Board Discussion:

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

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

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

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

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

Motion passed by unanimous consent.

(YouTube video: 0:25:01)

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

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

Robbi: Why a policy rather than a procedure? Where we understand (completely), it can be comforting to read a procedure in advance of having a conflict, that hasn't worked for us. We tried it multiple times. Multiple people in multiple decades have tried different iterations and it never worked. We also tried a mix of policy and a procedure, and the critical policy was too much information. We'll still use the Progressive Solutions policy as a jumping off point for our internal procedures, but based on your feedback, we're presenting a streamlined policy. Why is it comforting to read in advance? Individuals can feel like there is less of a chance for inequitable outcomes if the process is spelled out. What actually happens is the process is prescribed, so the administration has to bend the process to attempt to fit the situation as much as possible. This doesn't work for anybody- the process can't be bent far enough to properly fit the situation and the intervention may or may not work. The respondent feels like the rules have been thrown out and what was the point of them anyway. Or, the situation is so outside of how the process was written it is simply not able to be used, significantly delaying dealing with the incident. This all leads to distrust and under reporting.

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

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

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

Robbi: What checks and balances will exist? Respondent and reporters will both have opportunities to provide information to be considered during the process, i.e. extenuating circumstances, new information, et. The leader assigned to a decision role will be trained (including what a conflict of interest is, etc.), and have lots of support available including coaching, past practice/equity review and more. The leader could be a member of staff, volunteer management, our legal representation, external experts (like a professional mediator), etc. At certain (more serious) levels of a behavior intervention, the respondent may request a review of the process or decision. The review would be carried out by a different leader. The Fact Finder(s) assigned will have access to the Association of Workplace Investigators resources, will receive training and support from their colleagues and experienced professionals. Our working definitions will be posted and kept up to date. We will solicit feedback from those involved with the process (witnesses, respondents, reporters, Fact Finders, etc) and continue to refine our practices, documentation and procedures. We expect to review our internal practices by the end of 2025.

For questions, email faircare@oregoncountryfair.org

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

Fair Community Support Policy:

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

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

In situations where a participant repeats the unacceptable behavior, the following action(s) may be progressive. However, there may be situations where the severity or impact of the unacceptable behavior will warrant moving immediately to a final warning, removal of position, a recommendation to the Board to remove membership or other Board appointed roles. OCF reserves the right to combine or skip steps depending on the facts of each situation and nature of the issue.

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

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

(YouTube video: 0:38:50)

Member Input:

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

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

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

Robbi Inventory: 100,000 ft view, there is a lot of case law that we must follow, such as confidentiality, hate speech, Roe v. Wade, etc.

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

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

Robbi: This survived the attorney reviewing it.

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

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

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

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

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

Shell Bell: Thank you for your 3.5 years of work and possibly upwards of 1,000 hours. Left a lot of room and space to give staff space and grace to customize. Sounds like growth. She is not paranoid and believes there is no nefarious intent and trusts us and the process. Thank you for coming back and being collaborative.

Board discussion:

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

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

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

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

AJ: Acknowledge that over last 3.5 years that he has been on the Board, he has witnessed the hard work. Has asked several times for them to go back to the drawing board and they have risen to the occasion each time. Thank you for volunteering your time and taking the heat for such an important policy that will relieve some of the stress that has been on our organization for a long time. As a person that has been involved in a grievance, he has paid very close attention to the presentation and feels like feedback has been heard. Thank you for your effort!

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

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

Sandra: Thank you for coming up with new way to deal with interpersonal issues, which has been needed for a long time. Over time a policy like this can help us even out some of the discord

that we experience as an organization. It's been a huge piece of how we bring ourselves back together and its greatly appreciated.

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

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

(YouTube video: 1:05:00)

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

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

Member Input:

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

Board Discussion:

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

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

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

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

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

**Arna: Moved to amend motion to include "refer to Bylaws Committee to."
Approved by unanimous consent.**

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

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

(YouTube video: 1:16:57)

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

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

Hilary: I was on the Community Center Committee from its start. The committee agreed to go inactive after completing its assigned task-- to investigate the building of a community center. By the time we completed that project we had, thanks to Thom Landfear, some very good information about land use, special use permits and grey water. We also had a design that addressed issues of size and location. I learned a lot of the shortcomings of having designers work with a membership organization. I think this is why we ended up with a design that was for a net zero building that would cost an estimated \$7M, rather than a simple building with a good industrial kitchen. Even if we had made the effort to alter the design to be closer to 2 or 3 million dollars, the project had become so controversial that fundraising would have been impractical. The designers didn't accept including a cost criteria as a design parameter. That, in my view, was a fatal flaw. I'd like to acknowledge the big efforts made by Steve Gorham, Andy Strickland, Randy Turney, Thom Landfear and Lynda Gingerich in support of this project. Andy and I talked up a lodge as early as the 1990s., that idea morphed into an upland kitchen, with dining area, which became a "community center" that being the name used by local land use code to describe a kitchen and meeting space. The dream started as having a permanent kitchen and an indoor space that could be used for meetings year round. Simple, straightforward. There was lots of back and forth about how many other features that building should have—and as we acquired other buildings, the pressure was relieved from this project as needing to solve all our needs for meeting space and other indoor uses. We still do not have a permitted kitchen that can be left in place year round. I still think that our organization could have afforded a \$2M to \$3M project, that there would have been savings, and great community benefit. Sunsetting this committee is fine with me. But I encourage folks to keep the idea alive and look for the right moment to try again

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

Paxton: Was involved with Community Center project for a long time. Involved large amount of Fair family. Went through many meetings over the years and got to point of filing plan with the County to start permitting process. Agrees with Hilary that without adding financial requirements, we ended up with pie in the sky designs. We need a 200-person meeting room with a kitchen in the \$2M to \$3M range. We did not sunset, we were waiting for further recommendation from the Board. There is a lot of work to finish. Hilary: There are dedicated funds- how does disbanding the Committee affect the money?

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

Sandra: Was on Community Center Committee for part of the time. It had become very complicated. We couldn't just have a kitchen, we had to have a Community center due to County

requirements and it wasn't a good fit for what we needed. Last iteration was in \$8M to \$9M range and it would have broken us in Covid if we had proceeded. Housekeeping is important but the Committee could be revived in future. In Fixed Assets they are talking about kitchen alternatives because it's important to our organization; need to solve kitchen problem. This Committee isn't the one to solve that. We should get used to doing housekeeping cleanup, so we don't have inactive Committees without appropriate charter.

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

(YouTube video: 1:27:55)

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

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

Jon: Similar housekeeping issue to last motion. Finished work about 5 years ago. Began work 18-20 years ago. He is Board Liaison and reached out to members but most of members don't have valid email listed. We can form a new Committee if we need to.

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

Sue: Echoes Paxton's comments.

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

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

Sandra: It has been 9 years since this Committee has done any work, which is a long time. It's very possible. We don't need to hold onto Committees in perpetuity just in case they want to do some work. It's reasonable to disband an inactive Committee and if we need to re-start the Committee, we can do so when needed.

Teresa: Appreciates John Alexander's point that it's complicated and has questions. Is this the only method we have for disbanding Committees? Feels reticent. Leaving Committees that haven't done anything for a long time is not a good policy. In favor of motion but appreciate John's comment about process.

AJ: This Committee hasn't met for long time. He was liaison with Lily and they never met with the Committee because they were not active. Does think we are going to need to figure out a time frame for when something becomes non-functional. We have a Board process to define liaisons, there are 2 Board liaisons per Committee.

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

Jon Steinhart: Motion has been published since last meeting. Board members have had it for 6 weeks. Encourages Board members to read packets. NO disrespect for Committee or members on it. Original charge of Committee isn't really valid anymore. A new committee would have more current goals.

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

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

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

BEING WITHDRAWN: The Board moves to create a Task Force to review the Fair's Equity, Diversity, Inclusion, and Belonging (EDIB) policies and recommend changes as necessary. This EDIB Task Force will be authorized for a term of 9 months following the appointment of Task Force members at which time the Task Force will report back to the Board. The Task Force will dissolve after delivering their report unless their term is extended by the Board. (Jon Steinhart & Sandra Bauer)

The Task Force shall explore the following issues: Are the 2008 Vision Action Goals still the right goals for the Fair? Determine the status and whether to continue implementing Vision Action Goal 1. Determine what EDIB work is taking place at the Fair? Identify key EDIB issues that currently exist at the Fair. Create a plan for addressing these issues. Determine what EDIB work is operational and what is governance? Coordinate with Fair Cares to define EDIB terms used at the Fair including but not limited to: "diversity", "marginalized community", "safe space" and "cultural appropriation." Data does not exist for many of the populations that are important to us at the Fair. If the task force finds that the 2008 goals or something similar are still germane, how do we measure diversity greater than or equal to that of Lane County for groups for which data does not exist? What are the specific EDIB problems at the Fair? How do we distinguish between EDIB problems to address via policy and interpersonal problems to address via a functional dispute resolution process? Is there a role for a Board-level EDIB Committee and if so, what should its scope be? What actions should the organization take to support "marginalized communities" at the Fair? What criteria do we use to determine what to protect from "cultural appropriation" and if there are any, how do we implement that protection?

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

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

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

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

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

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

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

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

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

New Business

(YouTube video: 1:43:50)

REVISED - The Board moves to create a work group (consisting of around five to ten people) to review the Oregon Country Fair's Equity, Diversity, Inclusion and Belonging (EDIB) policies and recommend changes as necessary. This work group is authorized for a term of nine months following the appointment of members at which time the work group will report back to the Board. The work group will dissolve after delivering their report unless their term is extended by the Board. (Jon Steinhart, Sandra Bauer, Teresa Vaughn, Arna Shaw and Anthony Jackson)

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

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

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

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

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

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

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

Board Liaison Committee Attendance (Arna Shaw & Sandra Bauer)

The Board moves that liaison(s) are expected to attend Committee meetings. If, in the rare instance that liaison(s) cannot make a committee meeting, they should request another board member attend that meeting in their place. If no board members can go to the meeting, the meeting may continue and the liaison(s) should review the recording. This applies to all Committees unless the board has previously made or subsequently makes different arrangements for a specific Committee.

Meeting Evaluation

Last round for the good of the peach

John Alexander: From my experience and research, I understand that the Fair Family favors Consensus on all issues of significant importance. If this is true, I think member input must be an important part of our process and Board discussion at public meetings must also be an important part of our process. However, I find the process we use on most motions to be a barrier. In most cases, member comment and public board discussion is not scheduled until motions are a part of our Old Business, right before we are expected to vote. This limits our ability to respond in only two ways: by changing our vote or by asking to postpone a vote. It does not give us a chance to respond to member input. It also does not give us a chance to incorporate alternative perspectives from our members or based on our BoD discussions into crafting the best and most inclusive motions and policies possible. I think we could be crafting better written motions that 1) don't leave us with issues of interpretation and 2) when possible, account for differing perspectives through a process of consensus or near consensus. One way we could do this could be by moving public comment and public Board discussion relating to motions from Old Business to New Business on our regular public meeting agendas.

Jon Steinhart: He is operating on rules we have. We operate on consensus, which is why we need a 2/3 vote. We have complicated and technical issues that we are handling. Having been involved with EDIB motion, they have incorporated a lot of input and not done it all online. Fair moves amazingly slow compared to other orgs, and doesn't want to slow it down anymore. Thinks current process is fine but encourages members to read motions in advance. There is plenty of time if people give comments outside of the meeting.

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

Adam: Board listening sessions might be useful. 2/3 is not exactly consensus according to some. Reading motions a month in advance is not practical for most members. Supports finding creative ways to incorporate member comments before they are being voted on.

Arna: Supports that New Business has opportunity to talk about reasons for motion, if time allows in the meeting. We don't have time in Board meetings for full discussions of both New Business and Old Business unless we do 2 meetings per month. No reason we can't have a 5-minute discussion for each New Business item. Membership needs to take responsibility for looking at motions on .net site so they can ask questions and be informed. In favor of letting membership have a voice, but there are time constraints.

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

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

Next Board Meeting: May 6, 7 pm via Zoom

President's Peace

(YouTube video: 1:55:20)

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