

## **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: Due to storage issues, Vanessa had to take several years’ worth of FFN 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 non-violent 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 Steinhart: 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 Levy: Jill Heiman Vision fund allocations have been made. They have picked 5 projects of the 16 applicants. Recipients are the Whole Earth Nature School, NW Youth Corps, Mackenzie River trust, Cascadia Wildlands and Beyond Toxics. It was a great process. Thanks to them for all their hard work.

Sue: Bill Wright, husband of late Cathy Coulson Keegan, died in hospice care on April 11. This Saturday, at Market there will be a small memorial with a remembrance book for anyone who wants to share, in Booth 322, Sue’s booth. He had a long history at OCF. He was a talented artist and great friend and he will be missed.

### **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**

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 2-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 3 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 that helped sell raffle tickets and posters as well as Staff who made it happen and all the folks that came and bought tickets. It was second fling since pandemic and it went well.

Employee work schedules will shift in mid-May in support of the event. All employees will be on-site Fri-Sun beginning the week of May 20. May 20 to July 7: Alex Zabala in Eugene Office Mondays & Tuesdays (off Wednesday & Thursday); Kirsten & Vanessa in Eugene office Wednesdays & Thursdays (off Monday & Tuesday). Mark, Sunny, Norma and Durwin on-site Wednesdays – Sundays (off Mondays & Tuesdays). Alexis and Jeff on-site Mondays & Tuesdays and Friday – Sunday (off Wednesdays and Thursdays). Korey on-site Mondays and Thursdays – Sundays (off Tuesdays and 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, 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: 1700 Volunteers have created accounts. Credit card payments are up and running and they have already processed over \$50,000 in payments. Received 1.99% non-

profit credit card transaction rate. 4 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 that 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. Pending: 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 Hwy 126 to direct event traffic to that gate to reduce congestion on Suttle Rd. Awaiting ODOTs 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 4 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 4 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.

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.

Compost Slab is done.

Marketing:

2024 Tickets: We are up 5% in revenue over 2023. Have sold over 2500 3-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 12 pm 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 are in-house.

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 and schedule a watch party.

### **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 3-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. DB leads to an issue about SOs. When they are designing the DB, they have to make certain assumptions. One assumption is that

crew people have dependents (SO), and they enter their names rather than coordinator, which clearly reflects the initial Board's spoken description of what an SO is, but the Board hasn't revisited that for over 30 years. According to old definition, SO should be sleeping in 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 SOs. 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 3 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 & AJ Jackson)

**Jon Steinhart moved and Arna seconded 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.**

**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.**

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: supports the passage of the EDIB motion in spite of concerns around the first two work tasks. She thinks the group should focus first on understanding issues and developing goals so that we don't repeat past mistakes. She looks forward to participation in the new workgroup.

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% 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 LT: 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 2 years. Aspects of motion as written concern me and don't let me support it. Only 3 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 Levy: 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 11<sup>th</sup> 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 towards being more trusting of each other, we are not there yet. Asking for transparency is understandable as we grow towards 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 sub-committee.

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 backwards. 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 that 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 3 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 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: 3 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 that 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 towards 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 that meet the requirements along with their recommendations for the work group for the Board to approve."**

Member Input:

Heather Kent: Board members: it's very clear that a whole ton of discussion that has been 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 towards 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 that 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 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.

#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 ~~m~~Membership ~~s~~Secretary. The date of the meeting must be set within 30 days after the date on which notice is given. In the case of a special meeting, notice shall

be required as set forth in Section 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 **proxy 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 thirty days after the **Annual membership meeting Election**. The purpose of this meeting shall be to review the status of the OCF, to elect Officers, and to perform whatever acts appear reasonably necessary to further the interest of the OCF.

#### **Article IX, Section 3(b):**

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

- #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.

- #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.**

- #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:
- meet the conditions for membership as provided in Section 2(a) of this Article; or
  - vote in at least one **annual** membership **meeting or action by written ballot** every three years; or
  - comply with these Bylaws or other rules, resolutions, and policies of the OCF; or

iv. for actions contrary to the interest of the OCF

- #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% 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% of the number of members who voted in the most recent annual election, whichever number is greater, by presenting the petition to the Membership Secretary by July 31 or at such earlier time as the Board may designate. Petitions must include member signatures with the name also legibly printed and the member's Fair affiliation.**

The **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% 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% 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% 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% 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. You 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: Steven: Appreciates the 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 enclose 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 org 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 3 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**