

Board of Directors Meeting

April 7, 2025, 7 pm

(Subject to approval by the Board at the May 2025 Board meeting)

Zoom remote online and live streamed on YouTube

YouTube recording link: https://youtu.be/1I_hBRBX6n0

Board Directors present: John Alexander, Anthony “AJ” Jackson, (President), Sandra Bauer, George Braddock, Paxton Hoag, Kevin Levy, Arna Shaw (Vice President), Jon Steinhart, John Govsky, John Davis and Teresa Vaughn. Other Board officers present: Hilary Anthony (Treasurer), Anna DiBenedetto (Recording Secretary) and Jeffrey Rames (new Membership Secretary). Staff present: Kirsten Bolton (Executive Director), Mark Malaska (Co-Event Manager), Vanessa Roy (Marketing Manager), Norma Sax (Office Manager), Alex Zabala (Office Assistant), and Steven Berkson (Facilitator).

Announcements

Arna: Memorial for Ed Moye will be May 31 at Amazon Community Center, Main Hall at 3 pm. Patty Lamont is taking care of music and there will be food. People who knew Ed are welcome to come. Jill Heiman Vision Fund has picked this year’s recipients. The Civil Liberties Defense Center to hold trainings for environmental activists. They will likely need a lot of help over the next four years. The Community Supported Shelters have the Safe Spots, the Conestoga wagon communities that you see around town. We’ve been funding their graywater filtration systems and this will be the last piece of putting in filtration systems at all of their housing sites. We are going to be funding Plaza de Nuestra Comunidad to help pay for a garden and Community Engagement Coordinator, for garden spots for Spanish speakers. We will be funding SHIFT Community Cycles, who refurbishes used bikes and gives them to kids and adults who need them in the community. We will also be funding the Siuslaw Watershed Council to purchase native plants to give to landowners to plant along waterways in the Siuslaw watershed. These are all really great organizations and hopes the Board and membership will donate to the vision fund to support them.

AJ: The Board had two closed sessions last month. One was a training with Cliff Jones and the other one was a closed Board Work Session.

Minutes Review

(YouTube video: 0:03:59)

The minutes of the March 3 Board meeting and March 17 closed Work Session were approved by unanimous consent.

Agenda Review

George moved to withdraw the OCF OSHA Safety manual from the agenda. No objection.

Sandra moved and Arna seconded to move the 2025 Logo Items and the nomination of the Membership Secretary Jeffrey Rames from New Business to the first orders of Old Business.

Board Discussion:

John Alexander: He likes the idea of moving these business items to the beginning of the agenda and appreciates withdrawing the other item that was just removed, but there are items on Old Business that we have never discussed as a Board before, either in closed session or a public meeting. He will continue to express his opinion that we should not be voting for items that we have not previously discussed. The original Old Business items are more important than the other agenda items that we just moved to the top of Old Business.

Kirsten: Regarding postponing OSHA Safety Manual. There is a reference in the 2025 Guidelines to a Safety Officer. Wants to make it known that we are waiving any requirement about Safety Guidelines that refer to a Safety Manual or Safety Officer in 2025 Fair. It's likely the Board will pass something in 2025 but until it is passed, any reference is moot. There is no requirement to adhere to a guideline that has not been supported and approved by the Board.

Motion passed by unanimous consent.

The Board approved the April 7, 2025, agenda as amended by unanimous consent.

Member Input

(YouTube video: 0:10:00)

Jon Steinhart: He is really speaking as a Director but feels that this is the only place to do this so he is speaking as a member. He is uncomfortable doing this, but feels that it needs to be said. He believes that the Fair is an essential event and he is doing his best to keep it vibrant through his service as both a Coordinator and a member of the Board. One doesn't have to look very far back to see Boards consumed by drama and unable to pass badly needed policy. The current Board is doing much better working together. At the March Board meeting, a Board member misused Member Input to make what Jon S. believes was an inappropriate speech, rife with untruths, such as a Bylaws responsibility to redo Officer job descriptions. Some of you that don't follow the Board closely may be concerned by allegation of shenanigans; there were none. The Board operates based on policies such as supermajority votes and the need for a certain number of people to support items to be placed on the agenda. This is deliberate; they must collaborate in order to make process. It avoids performative motions and keeps us from spending time on motions with insufficient support. If a Director cannot garner enough support for a topic, then it does not get on the agenda. This is not a shenanigan, it's the Board working as it is designed to work. Trying to override this is not appropriate. I've written that member and told them that I would support their agenda item if they told me what they think is wrong with current job descriptions and how they would change them, but I have not received a response. That is on them, not me or the rest of the Board. He wants to assure folks that despite what you heard at the last Board meeting, the Board is functioning well and working in the best interest of the organization.

Heather Kent: She sees a New Business item about amending Committee Best Practices manual by adding: Board liaisons do not count toward quorum.... Please consider that since Board members have the right to vote on Committee votes, then if the quorum has to be made up of only

Committee Members (not Board Liaisons) that sway the results of votes. Suggests that anybody who can vote should be a Committee member. This idea that not counting the Board liaisons toward the quorum doesn't make any sense. If they can vote, they need to count toward the quorum. If that hasn't been thought through all the way, she hopes people will take a look and make sure that it's logical.

Shelly: Cameron Clark's celebration of life will be at the WOW Hall on Saturday, April 26, from noon to 3 pm.

AJ: Speaking as a member and a human being at this meeting. We have a lot happening in our world and for many, it's a lot of heavy stuff. He encourages us as we go into more meetings and the event that we do our best to bring our best self. He has been involved for more than 20 years in this organization. This is a safe place for him and he sees it as an oasis of the world and free of the shenanigans that happen out there in the world. He wishes that when we come together either virtually or in person, that we can be more aware that we like each other and that we have more in common and that we are probably with people that shares our beliefs. We need to be there for each other over the next few years. We need to bring our kindest self to conversations.

John Alexander: He appreciates AJs comments. He just felt directly attacked and does not feel safe at Board of Director meetings. He stands by what he said previously. He would love to feel safe. That is the first time he has seen a direct attack at a Board meeting in a long while.

Steven: Direct disagreement is not the same as "attack." We have to be careful because even though it can feel emotional, he is monitoring the dynamic. This is not an easy conversation.

John Alexander: Said he was called a liar.

Steven: Will go back and listen.

Staff Report – Executive Director

(YouTube video 0:18:41)

We are rolling quickly into the event, which is very exciting! With the current state of our government, it's imperative that we show fiscal restraint. She is starting to be fearful of what our revenue is going to look like, since people's disposable income goes down when the economy dips, including arts and entertainment. They are predicting a 60 percent chance of a global recession. We need to halt our expenses to the bare minimum. If you have control of a budget, please be very prudent with how you spend money and only spend what you absolutely have to. Hopefully our revenue will be good, but it's too early to tell. Be careful with expenses as we wait and see.

Administration:

Staff event cycle schedule: May 19 to July 6: Alex Zabala in Eugene Office Mondays and Tuesdays, on-site Friday-Sunday (off Wednesday and Thursday); Kirsten and Vanessa in Eugene office Wednesdays and Thursdays, on-site Friday to Sunday (off Monday and Tuesday); Mark, Sunny, Norma and Durwin on-site Wednesdays to Sundays (off Mondays and Tuesdays); Alexis, Jeff and new laborer on-site Friday to Tuesday (off Wednesdays and Thursdays); Korey on-site Thursdays to Mondays (off Tuesdays and Wednesdays). July 7 to July 13: All staff on-site, all the time. July 14 to July 20: Alex returns to M-F; Vanessa and Norma return to Eugene office on

Tuesday for M-F schedule; Mark, Sunny, Alexis and Kirsten on-site for Decon through July 20. July 21: Eugene office staff return to M-F.

We have officially consolidated our cash into two, fully insured banks accounts. 2024 Tax Filings: I have confirmed our Extension of Time to File from the IRS and State of Oregon; this will give us until November 15 to file.

Sunshine Database opened February 23, 2025. Payment portal is now open for Crews only, Booths coming very soon. The Database closes July 4 at midnight.

Spring Fling will be May 10 at the WOW Hall at 6 pm. Tickets for the Gift basket fundraiser are on sale; purchase them on-line at: <https://www.oregoncountryfair.org/spring-fling-raffle/>

Culture Jam 2025 will be Thursday, July 31, through Thursday, August 7. The application opened April 1 and closes on June 1.

Teddy Bear Picnic 2025 will be Saturday, August 16.

Camping is allowed on Saturday Night only, except for crews that are supporting the event; they can camp Friday night. The Volunteer Team opened the volunteer application on March 1. If you know someone who wants to volunteer send them to the .org site to sign up. If you need volunteers on your crew, contact volunteering@oregoncountryfair.org.

Event Management and Marketing:

Spring Coordinator Meeting is being held on Saturday, April 19, at 2 pm at the Unitarian Universalist Church. This is a hybrid meeting. Coordinators will receive the agenda and Zoom link via email on Friday, April 11.

Oregon Public Broadcasting's ArtBeat show about OCF (filmed at 2024 Fair) will air on June 27. There is a potential screening on June 26 at McDonald Theater. Will provide more details as they become available. If this happens, OCF will be represented with a merchandise table and ticket sales. Oregon Public Broadcasting's Oregon Field Guide about OCF will air on June 19.

Guidelines are on the .net site and in the Eugene office now. There are two books. General Guidelines are for everyone; Booth Guidelines are for booths only.

Teen Crew applications to be on a crew are open March 19 to April 20. Teen Crew assignments will be posted on June 1. Entertainment and Craft Applications have been taken down from the .org site.

Afton: The event is live in their system. Tickets went on sale April 1. Ticket sales update: already sold over a thousand 3-day passes in one week. Tell friends to buy tickets. Early bird price is \$50 right now but it will change to \$60, full price, on June 16. Tickets may be purchased at the Eugene office; tickets will be sold only on Mondays and Tuesdays from noon to 4 pm. The last day to purchase tickets through the Eugene office will be Tuesday, June 25.

Site Management:

Winery House received the building permit. The foundation will be built April to mid-May. The house will be installed in September.

Capital Improvement Purchases to support the event: tractor, forklift, ADA Portable Toilets, regular Portable Toilets, Handwash stations, Gator and Connex Trailers.

EAB — 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 QuarterMaster 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.

2025 Contracts:

The LTD 2025 Contract details are confirmed; awaiting final contract for signature. Ritz Sauna: the contract is on Old Business on April's Meeting Agenda for vote on potential conflict of interest by Board. The Dodeca Art Barn and Water Delivery Contract details are confirmed, awaiting final contracts for signature. The Lane County Sheriff's Office contract is confirmed. First Student Worker Day Shuttle contract is confirmed. The Staff T-shirts are ordered and local printers contracts confirmed. The Commemorative Sales order is placed. 2025 Service Providers: Santa Clara Farm Stand is confirmed to deliver produce to Food Booths; Veggies on the Run confirmed to deliver produce to Food Booths; Lane County Health Inspectors have been contacted and arrangements have been made for Food Booth Inspections. T-Mobile and Verizon have confirmed they are bringing a tower. ATMs are ordered. Credit Card terminals are ordered.

2025 Permits:

The ODOT Permit is started. We are exercising the first year of the five-year renewal option for 2024-approved Lane County Right of Way permit. The Dance Pavilion and Chela Mela Building Permits are pending.

Looking forward to a really great Fair this year!

Treasurers' Report

(YouTube video: 0:30:28)

Hilary: She can hardly wait for more in-person meetings. She misses everybody. Looks forward to the Coordinator's meeting. She feels like seeing each other in person is something we suffer from since COVID. Supports what Kirsten said about being careful. Right after COVID, we were trying to assess what was our safety zone, i.e. amounts for Reserves and Rainy-Day Fund, etc. She wrote down a list of things that would put event at risk, such as rain. Nowhere on that list did it say worldwide economic recession due to trade wars. Appreciates Kirsten proactively anticipating that and giving everybody a heads up to catch up. We had high hopes that we could

catch up on a lot of projects. Fingers will stay crossed, while not quite optimistic for this year, but hopes we will have the kind of sales that we need to be comfortable. Kirsten and staff will be prudent in spending. Hopefully we will breathe easier after the event. Some capital projects will move out. She doesn't think it's a disaster if we don't achieve them all, but we will try to gauge how much spending we can do in relation to how much revenue we have. We have good cash reserves and financial management right now and everyone wants us to get through this. Sorry to say that we are still managing uncertainty but at least we have each other to do it with.

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.

Craft Committee met January 8, 2025 and the minutes are here: https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2025/03/1_8_25-craft-committee-minutes-.pdf

Elders Committee met January 23 and the minutes are here: <https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2025/02/EldersCommMtg012325.pdf>

Elders Committee met February 27 and the minutes are here: <https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2025/04/EldersCommMtg022725.pdf>

EDIB Work Group met February 10 and the minutes are here: <https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2025/03/EDIB-2.10.25.pdf>

Path Planning Committee met on February 16 and the minutes are here: <https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2025/03/February-2025-Path-Planning-minutes.pdf>

Personnel Policy Committee met January 13 and the minutes are here: <https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2025/03/Personnel-Policy-Committee-Minutes-1-13-2025-1.pdf>

All minutes were adopted by unanimous consent.

Old Business

(YouTube video: 0:33:55)

Approve 2025 Logo Items (AJ Jackson, Sandra Bauer and Kevin Levy)

Sandra moved and Paxton seconded to approve the Logo items.

Kirsten showed a file of all the submitted logo items. A crafter has to be approved for five years in a row to sell a logoed item without getting approval. After five years, they get legacy approval *ad infinitum*.

Board Discussion:

Teresa: Excited to purchase some of the logoed items and grateful for the artists who bring us such amazing things to the Fair every year.

Motion passed: 11-0.

Nominate Jeffrey Rames for Membership Secretary (AJ Jackson, Arna Shaw, Sandra Bauer, Jon Steinhart, John Govsky, John Davis, Paxton Hoag, Teresa Vaughn, John Alexander, Kevin Levy, George Braddock)

Jon Steinhart moved and Sandra seconded to nominate Jeffrey Rames for Membership Secretary.

Jeffrey: He appreciates the Board discussions so far. It warms his heart to hear the announcements and many things going on in the community as well as AJs words about kindness. He has spoken with the Board a little, but he hasn't talked to the members a lot. He is a kind of a blank page, for good and for bad. He has been to the Fair for many years and for the last couple of years, he has been helping a booth. He is a retired former phone book worker, managing names and contact information, so all of that is right up his alley. He worked for public transit after that, so working with people is something he enjoys. If you were to ask someone about him, they would call him a workhorse, so he hopes to do what he can to help the Board, membership and Kirsten and put on a great Fair. Kirsten will meet with him on Wednesday and then they will get busy. Hopefully he can bump into you all soon or at the Fair. Send questions his way.

Board Discussion:

AJ: Thank you, Jeffrey, for your willingness to serve. Service to one's community is one of the best things one can do, so thanks for stepping up. He hopes this motion passes so we can begin to work together.

Paxon: Looking forward to working together on membership and elections. We have a lot to do and believes Jeffrey is well skilled to help us.

Arna: Thank you for taking on this big job. Appreciates him stepping up.

Motion passed: 11-0.

WITHDRAWN: OCF OSHA Safety Manual (George Braddock, Jon Steinhart and AJ Jackson)

Approve the potential conflict of interest for the 2025 and 2026 Ritz Contract (Arna Shaw, Sandra Bauer and AJ Jackson)

Arna moved and John Alexander seconded to approve the potential conflict of interest for the 2025 and 2026 Ritz.

AJ: Doing this every year is becoming exhausting, so he is glad that we are adding a two-year contract. Thank you, George, for the service.

The motion passed: 10-0-1; George abstained.

Adopt the updated Employee Manual (Sandra Bauer, John Davis, Teresa Vaughn and AJ Jackson)

Sandra moved and AJ seconded to approve the updated Employee Manual.

Sandra: This updated manual is a collaborative effort. They hired HR consultants to help update the manual and it's significantly longer now. There is a lot of legal language included that is appropriate for our organization. Best practices are in there and it was all carefully considered.

Kirsten: Sandra summed it up. This gets us state and federally compliant. A lot of effort was put into it. If Board approves tonight, she will have staff sign acknowledgement of new handbook in the next week.

The motion passed: 10-0-1; John Alexander abstained.

(YouTube video: 0:54:13)

Adopt a hybrid voting system (John Govsky, John Davis, AJ Jackson, Sandra Bauer, Paxton Hoag, Teresa Vaughn, Kevin Levy, George Braddock, Jon Steinhart, Arna Shaw and John Alexander)

John Govsky moved and Jon Steinhart seconded to adopt a hybrid voting system for all future elections, allowing members to cast their votes online through a secure electronic platform or via a confidential mail-in paper ballot.

John Govsky: This has been a long time coming. We had a Board and Officer Work Group meet a couple of times and looked at pros and cons. This happened when we didn't have a Membership Secretary, so they didn't want to get too far into the weeds. It was decided to move forward to move to hybrid system. Paper system will remain, but they want to encourage the majority of members to move to online voting for many reasons, including saving money and paper. This is a positive change that should save the Fair a lot of money. The Work Group may revive for another meeting with the Membership Secretary, but there is no plan yet, just this principal of direction.

Board Discussion:

John Alexander: He thinks this is a really good idea and appreciates the work John Govsky and other Board members have done. He also appreciates how much discussion this Board has done on this and all the good Committee work.

Paxton: He has been looking forward to moving to hybrid voting system for a long time. He wants to reinforce that we are planning to continue to use the current system we have for mail-in voting system for those who want it, but we expect to do a lot less mailing as people migrate. He appreciates the work of the Elections Committee and them running the elections. Looks forward to providing them with less work. Supports this motion.

Sandra: She is curious to see how having a hybrid voting system is going to improve voter turnout. Some of our members don't even own stamps and are not quite sure where to buy them. This is for them, and she hopes they vote.

Jon Steinhart: He is really glad we are doing this. This is fiscally responsible, and he believes that this will improve turnout. He built out the back-end support for this and looks forward to it.

Teresa: She is very excited that in this era of the world where so many people are feeling disenfranchised, that we are standing for getting more people involved and more voices at the table. She likes that we are keeping a paper option for those not comfortable voting online.

Jeffrey Rames: This item is top of his agenda in his conversation with Kirsten on Wednesday. He has been involved with these types of projects before. They take some planning and time. We

only have four to five months before we need to have this ready to go. First thing he will do is find out what the Board and Fair want him to do, then it will be important to find out where the Board stands. He will meet with folks and then put together a project to see if they can massage it through for the Fall.

Arna: She is excited about this project. We might get more younger people to vote and maybe then into leadership. Thanks John G. for getting this going for us.

AJ: Thank you, John G., and to everybody else who has pushed this along over the years. Shout-out to Paxton; he has been talking about it for a long time. The Board wants a process to bring more votes and participants in our system, so thanks to everybody for getting it to this point and the Committees that pushed for it.

Motion passed: 11-0.

New Business

(YouTube video: 1:04:19)

AJ: There has been chatter and some expression of hopes of increasing discussions of New Business items at the meetings when there is extra time. He is not making the decision by himself, but, rather, he has been discussing this with other Board members. Spending time in our meetings to discuss New Business will change our meetings, so we need to keep discussing it before we make that decision.

The Board moves to amend the Committee Best Practices Manual by adding: Board liaisons do not count toward Committee quorums. Quorums must be achieved by Committee members only (Arna Shaw, Sandra Bauer and AJ Jackson)

Amend Sections 4 and 9 of the OCF Data Privacy Policy (Jon Steinhart, Kevin Levy, John Govsky, Sandra Bauer and AJ Jackson)

Section 4 currently reads:

4. WHEN AND WITH WHOM DO WE SHARE YOUR PERSONAL INFORMATION?

In Short. We do not share your personal information, unless required by law.

Recommend to read:

4. WHEN AND WITH WHOM DO WE SHARE YOUR PERSONAL INFORMATION?

We do not share your personal information except as required to conduct the business of the organization, or as required by law.

Section 9 currently reads:

9. DO CALIFORNIA RESIDENTS HAVE SPECIFIC PRIVACY RIGHTS?

In Short. Yes, if you are a resident of California, you are granted specific rights regarding access to your personal information.

California Civil Code Section 1798.83, also known as the "Shine the Light" law, permits our users who are California residents to request and obtain from us, once a year and free of charge, information about categories of personal information (if any) we disclosed to third parties for

direct marketing purposes and the names and addresses of all third parties with which we shared personal information in the immediately preceding calendar year.

We do not share your personal information with third parties. You are still entitled to request the categories of personal information we collect about you. If you are a California resident and would like to make such a request, please submit your request in writing to us using the contact information provided below.

If you are under 18 years of age, reside in California, and have a registered account with our Services, you have the right to request removal of unwanted data that you post on the Services. To request removal of such data, please contact us using the contact information provided below and include the email address associated with your account and a statement that you reside in California. We will make sure the data is removed on the Service, but please be aware that the data may not completely or comprehensively be removed from all our systems (e.g., backups, etc).

CCPA PRIVACY NOTICE

The California Code of Regulations defines a “resident” as:

1. Every individual who is in the State of California for other than a temporary or transitory purpose and
2. Every individual who is domiciled in the State of California who is outside the State of California for a temporary or transitory purpose

All other individuals are defined as “non-residents.”

If this definition of “resident” applies to you, we must adhere to certain rights and obligations regarding your personal information.

What categories of personal information do we collect?

We will collect the following categories of personal information:

Category	Examples	Collected
A. Identifiers	Contact details, such as real name, postal address, telephone or mobile contact number, email address, and account name	YES
B. Protected classification characteristics under California or federal law	Date of birth	YES
C. Commercial information	Transaction information and history	YES
D. Sensitive Personal Information	Driver’s License number – only for volunteers who drive OCF vehicles for their volunteer work	YES

- Category A — As long as the user has an account with us

- Category B — As long as the user has an account with us

How do we use and share your personal information?

We do not disclose your personal information with any outside service providers.

We may use your personal information only for our own business purposes, such as for undertaking the Oregon Country Fair event.

We will not disclose, sell, or share any personal information with third parties

Recommend to read:

9. DO CALIFORNIA RESIDENTS HAVE SPECIFIC PRIVACY RIGHTS?

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Justification for changes: We need to do this for hybrid voting, and if the EDIB group wants to use an outside service provider to help them conduct their census.

Meeting Evaluation

(YouTube video: 1:06:18)

Last round for the good of the peach.

Jon Steinhart: Great meeting. We got business done and it's great when we finish early so he can eat dinner.

John Govsky: Favorite part of the meeting was hearing Arna talk about the organizations that we are giving money to, which is good news in a world that has a lot of bad news. It's great to be involved in an organization that is contributing directly to the community and makes him happy to be on the Board. Also, he is happy that we approved hybrid elections.

John Alexander: Thanks, AJ, for considering talking about New Business today. Appreciates members giving input about New Business items. All the committees do such great work. The minutes of the committees highlight good work, we could call that out. Believes we could have more pre-discussion.

Sandra: Thanks, Steven, for keeping our meetings working like clockwork. We have been able to get things done. It takes somebody who really knows what they are doing to manage it, and she really appreciates the job he is doing.

Paxton: Thanks for the mention of donations from Arna. He wants to bring up graywater projects on Conestoga wagons. He has been following that story and a university professor has done a study. We might use that technology in some handwash stations at the Fair this year!

Steven: He understands the desire to talk about New Business if we end early, but ending early is not consistent. He thinks there are some things that the Board could do very easily to be more transparent and make it easier to see what they are doing, rather than making them dig. If you want input before the meetings and to be informed for the discussion, there are some simple things that can be done to increase effective transparency as opposed to saying that it's on the website.

Grumpy: Good meeting.

Board Work Session – Monday, April 21, 2025, 7 pm via Zoom
Topic: OCF Equity and Inclusion Vision Statement

Next Board Meeting May 5, 7 pm via Zoom

President's Peace

(YouTube video: 1:11:30)

AJ: Do your best. That's all anyone can require of you. I will continue to try to do my best. Have a great evening!