

## **Board of Directors Meeting**

**June 29, 2025, 4 pm**

*(Subject to approval by the Board at the August 2025, Board meeting)*

Zoom remote online and live streamed on YouTube

**YouTube recording link:** <https://youtu.be/u6MLf4b-ry0>

**Board Directors present:** Anthony “AJ” Jackson (President), Sandra Bauer, John Alexander (arrived late), Paxton Hoag, Kevin Levy, Arna Shaw (Vice President), Jon Steinhart, John Govsky, John Davis and Teresa Vaughn. Absent Board Members: George Braddock. Other Board officers present: Hilary Anthony (Treasurer), Jeffrey Rames (Membership Secretary) and Anna DiBenedetto (Recording Secretary). Staff present: Kirsten Bolton (Executive Director, Vanessa Roy (Marketing Manager), and Steven Berkson (Facilitator).

### **Announcements**

Jon Steinhart: He wanted to take a moment to reflect on our mission as given in Article II of our Bylaws, an abbreviated version of which is to sponsor an annual event intended to educate and inform the public about choices in personal and community lifestyle through the promotion and preservation of the work of individual crafts persons, artists, artisans, musicians, and performers. It's more than that to him, it's also the community that's formed by the many volunteers who help us meet that mission. It will be Fair time in a couple of weeks, and he wanted to express gratitude to everybody who puts their hearts, souls, and spirit into creating and sharing our special magic. See you on the path.

Jeffrey: Election dates are approaching. July 31 is last day to submit advisory petitions. Candidate Statements for upcoming election will be due August 17. Please be aware that we are going to be sending ballots to most people's inboxes, so wanted to remind folks that might not check their email every day that it will be coming to their email inbox. Be looking for it.

John Alexander (read at the end of the meeting): Dan Blaker from the Main Stage wanted to highlight the incredible collaboration among the Entertainment coordinators and staff (especially Sunny) over the last year, working together to raise the bar for performers' experience at OCF across the whole festival. After last year's event, Dan brought together the coordinators to share our best practices and major concerns, which were passed on to Sunny; and Sunny has worked tirelessly to build a strong foundation for improved arrival-on-site experience and equitable access to services on site. Haiku: Share music and art, Oregon Country Fair, Better together.

### **Minutes Review**

*(YouTube video: 0:03:28)*

**John Govsky's asked for the spelling of his name to be corrected by adding an "h" somewhere at the end of the minutes. The Board approved the minutes of the June 2, 2025 meeting, as corrected by unanimous consent.**

### **Agenda Review**

*(YouTube video: 0:04:24)*

**The Board approved the June 29, 2025 agenda by unanimous consent.**

### **Member Comments**

Lawrence Taylor: It's good to see everyone, although he is sorry to be seeing folks on a screen instead of in a circle under some trees. He wanted to speak from the heart about the decision to banish a 50+ year volunteer from the Fair this year. Lawrence asked for temporary clemency because he may not have many more years to attend the Fair. The Dali Llama advises us to be kind whenever possible, and that it's always possible. Friedrich Nietzsche cautioned us to beware of those where the urge to punish is strong. In a few weeks, your hearts will be open, you will be bathed in kindness and your best self will be present. Please get there a little early because the decision you make or fail to make will have to be lived with for the rest of your life.

Remedios Rappaport: She is concerned with Lawrence's comment. She had been busy the last couple of months, so she is not sure who the person is, but it's disturbing to know that somebody is being banished from the Fair. That is a strong and horrible thing, especially if there is any doubt that this person should not be banished. Unless the reason was extreme risk to safety and wellbeing of everyone at the Fair, it seems too strong. She would like to know more, but you have privacy things and you probably can't tell us. She advocated for compassion, love and tolerance.

Heather: It is so rare that someone is banished from the Fair, so it worries her that folks should advocate for them without knowing the story.

Peggy Wendel: The curfew for amplified sound exists but it is not enforced. She doesn't like having to get up after hours of not being able to sleep and ask people to turn it down at 4:30 in the morning. There are people on duty for various things. The problem is in Xavanadu. Those working at Stage Left are working hard and need to rest. Could folks at the Information Booth ask that amplified music after 2 am be turned off? Acoustic music is not a problem but amplified electronic music cuts through ear plugs and cuts through her bones. Since we have the curfew, why don't we ask them nicely and appropriately to stop playing or inform them.

Remedios: She is concerned with music playing past curfew. She is not sure what happened to that Committee but she heard that one member of the committee was removed, which was shocking. Is there is a way to report it? Isn't there a tinker bell at Stage Left? Couldn't we tell Main Camp about a problem and send somebody to inform folks about the problem and go enforce it? Amplified Noise is an issue that needs to be resolved.

### **Staff Report – Executive Director**

*(YouTube video 0:15:20)*

Kirsten: We are 12 days from opening day of OCF 2025. The excitement is building. Everyone is working hard to make this another spectacular Fair. I want to give a heartfelt thank you to all our volunteers, artists, entertainers and restaurateurs for their dedication and contributions. It takes all of us to make the magic happen every year.

**Administration:** The weather forecast for this year's Fair is looking amazing: mid-80's. Sunshine Database closes July 4 at midnight. Approximately 90% of crews used the credit card payment option (last year they had about 70%). This year, we accomplished getting all crews to use the system. Thank you to everyone that put time and effort into working with the database. I promise your efforts continue to help make it better. She is happy to report that the portable toilets are in place, charged and ready for usage. Units are zip-tied until we open them up, based on demand. Every bank of toilets has at least one unit open. If you think a bank needs more units opened, or need to be cleaned, please contact Quartermaster Pre-Fair or an Information Booth during Fair. Quartermaster/Information Booth will report it to the Management Team, who will investigate and determine if more units should be opened or if the banks need servicing. Please help us help you by reporting this promptly, so we can address it quickly.

Culture Jam has 55 youths registered for this year's camp. We received 73 applications. The dates are July 31 to August 7. The Teddy Bear Picnic will be held 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 is still helping place volunteers on crews. 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](mailto:volunteering@oregoncountryfair.org). There is a list of over 900 volunteers on the list.

**Event Management & Marketing:** Ticket Sales Update: Sales are picking up. Current tickets sold: 20,439 total tickets. We have sold: Friday: 7,424 tickets; Saturday: 8,166 tickets, Sunday: 4,849. We are entering our highest ticket sales window. We usually sell about \$1M over the next two weeks. We might miss our target, but not by as much as she had been worrying a couple of weeks ago. The OPB special should benefit the Fair. Tickets changed to full price of \$60 on June 16. Tickets are no longer available for purchase through the Eugene office. They are only for sale at [aftontickets.com](http://aftontickets.com).

**Transportation:** Please commute or take the bus, if you can. LTD has service to and from the Fair Friday, July 11 to Sunday, July 13. The first bus leaves at 10 am. They run every 15 minutes from Valley River and the Downtown station. The last bus back to Eugene is 7:30 pm each day. There is a Worker Shuttle. The First Student worker shuttle departs from Valley River Center only. It runs Friday, July 11 to Sunday, July 13. The first bus is at 6:15 am. The last bus is at 12 pm. It runs every 30 minutes.

**Amplified Sound Guideline:** This is a reminder that there is a new Amplified Sound Guideline. From Main Camp through Post Fair, all amplified sound between the hours of 7 pm and 2 am the following day, must have a sound permit. When planning your amplified event please consider the size of your space and the impact of your sound on surrounding areas. Your amplification should fill the space without overly bleeding into neighboring camps or other permitted amplified sound. Please consider others before you turn it up. Be respectful of your impact on other performances, exhausted kids and parents and Fair Family with early morning shifts by ending your program on time and not exceeding the sound limits detailed on the permit. No amplified sound or loud performances will be allowed between 2 am and 6 am, which is new this year. This is the first time a sound limitation has been specified during 2 am and 6 am. A 2 am curfew never existed before this year. If there are issues with sound, contact your nearest

Information Booth or if you have access to a Tink, call Fair Central so they can send resources to minimize the issue between 2 and 6 am.

**Site Management:** This is a reminder that if you pack it in, then pack it out. Do your part! Verizon and T-Mobile COWs are installed and will be turned on this Wednesday.

**EAB Update:** There is a Sapling Stewardship Program. Saplings were flagged at 24 sites: Marshall's Landing, Recycling Camp, Recycling Dock, Traffic Camp, Lower Zen Achers, Community Village, South Woods. The site sizes are 100 sq feet to 7,800 sq feet. 130 saplings were flagged. More than 40 oak saplings were flagged. Shout out to participants: Recycling, Community Village, Mothership, Marshall's Landing, Traffic, Lower Zen Achers and EAB Task Force members. Campers who find flagged trees, please do not put your tent on them. If you want to flag trees in your campground, please go to Quartermaster for flagging. There is a book at Quartermaster if you would like help identifying and flagging trees in your campground. Reminder: If you are traveling from the Greater Portland area, please wash your car before coming onto site. Ash Borer Beetle travel on vehicles and in camping gear. Do not bring firewood to site. If you need some, contact the Management team.

### **Treasurers' Report**

*(YouTube video: 0:23:05)*

Kirsten: She read a statement emailed from Hilary: I'm sorry to miss the meeting. I have a conflict due to a short window to retrieve my pup from her kennel. I love this last meeting before Fair; the excitement and energy are inspiring. All of our planning and networking comes into play. We experience all the ways we count on each other to create our amazing event and community. I often remark that we are unusual in that we have widely dispersed responsibility for programming, safety, operations and especially financial. Our volunteers are responsible for a large portion of the millions of dollars that we collect and spend each year. I want to thank each of you who takes on parts of this responsibility with accountability and integrity. We need you. We build our community stronger with the trust we build by coming through for each other in the myriad ways we show up. And we find the joy. Looking forward to seeing you on the path.

### **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.*

**Committee Best Practices** met April 15, 2025 and the minutes are here: [https://oregoncountry-fair.net/wp-content/uploads/bsk-pdf-manager/2025/05/04152025\\_CBPC\\_minutes.pdf](https://oregoncountry-fair.net/wp-content/uploads/bsk-pdf-manager/2025/05/04152025_CBPC_minutes.pdf)

**Elder Committee** met on May 22, 2025 and the minutes are here: [https://oregoncountry-fair.net/wp-content/uploads/bsk-pdf-manager/2025/06/EldersCommMtg\\_052225.pdf](https://oregoncountry-fair.net/wp-content/uploads/bsk-pdf-manager/2025/06/EldersCommMtg_052225.pdf)

**Energy Park Committee** met April 6, 2025 and the minutes are here: <https://oregoncountry-fair.net/wp-content/uploads/bsk-pdf-manager/2025/05/Energy-Park-4.6.2025-Minutes.pdf>

**Energy Park Committee** met May 18, 2025 and the minutes are here: <https://oregoncountry-fair.net/wp-content/uploads/bsk-pdf-manager/2025/06/Energy-Park-Minutes-May-2025.pdf>

## Old Business

(YouTube video: 0:24:20)

Appoint Tash Wesp to the Craft Committee (Arna Shaw, John Govsky and AJ Jackson)

**Jon Steinhart moved and Arna seconded to appoint Tash Wesp to the Craft**

Arna: Tash has been attending the meetings for about a year now. She is a Fair crafter and she will be a valuable addition to the committee.

Jon Steinhart: He fully supports this. He has known Tash for about 25 years. She has a good perspective. The residents of Dufur have long been underrepresented on Craft Committee. She is a little naughty and we need that.

John Govsky: He echoed the previous two speakers. Tash is great and she will be a great addition.

**The motion passed: 9-0.**

Place the following questions before the membership for a vote in the 2025 Annual Election (Arna Shaw, Teresa Vaughn, John Alexander, John Govsky and Paxton Hoag):

1. Shall Article V, Section 2(a) of the Bylaws be amended to establish a minimum age for membership in the OCF? Yes \_\_\_ No \_\_\_

2. If a minimum age is established, what should it be? 16 \_\_\_ 18 \_\_\_

The results of this vote be treated as binding on the Board of Directors.

**Arna moved and John Govsky seconded to place the following questions before the membership for a vote in the 2025 Annual Election:**

**1. Shall Article V, Section 2(a) of the Bylaws be amended to establish a minimum age for membership in the OCF? Yes \_\_\_ No \_\_\_**

**2. If a minimum age is established, what should it be? 16 \_\_\_ 18 \_\_\_**

**The results of this vote be treated as binding on the Board of Directors.**

John Alexander arrived.

Arna: She requested to table this item because there were so few people in attendance. This motion will be referred to the membership to establish a voting age. This would be binding on the Board once it is referred to the membership. The motion is two parts, asking whether it should be referred to the membership, yes or no and then establishing the age, 16 or 18. It would be binding on the Board.

Member Input:

Steven Berkson: He is not opposed to the motion but he is concerned about two-part motions. It would be better to formulate this into two independent questions because some people may not vote on both questions.

Heather: She doesn't oppose referring this question to the members but begs that one of some of the Board members will need to take the lead on helping the Fair decide. This will be the first time the members vote on something binding. How will it work to have folks lobby a position? Will there be a voter's pamphlet? Will there be time to debate it if there is a candidates' forum? This is uncharted territory. The last time something like this happened, the removal process, there

was an online forum that people had to sign up for and seek out. Please have a plan well ahead of time, so people know how they can speak to it.

Remedios: We need more time. This is rushed. She agrees with Steven's comment.

Board Discussion:

**Arna moved and Teresa seconded to table this to the August meeting.** This meeting is poorly attended.

Sandra: She is opposed to tabling this. This has been on the agenda. There have been very few member comments. We have only gotten one letter. Usually, they get a lot of comments if something is of high interest.

Paxton: He would prefer to vote on this now. He doesn't think we are going to get a lot more feedback in August because we have the Fair coming up between now and then. Would this delay the upcoming election? He wouldn't mind delaying this otherwise.

Arna: She is ok with voting on this tonight; she doesn't think it will pass, which will leave status quo, which means anyone with a wristband can vote, which is fine. She wants more member input if it is out there.

**Motion to table the motion failed: 3-7; Sandra, Paxton, AJ, John Davis, Jon Steinhart, John Govsky and Kevin opposed.**

Jon Steinhart: There are many issues with this motion. First, I have problems with the language of the motion which is so poorly crafted that it's embarrassing to me as a Board member. The part that says "The results of this vote be treated as binding" isn't a fully formed English sentence. I don't know what it means. And I'm not sure how it would work in any case because while the motion says that the "Bylaws be amended" there's no amendment language. This motion seems to imply that if it passes that somehow amendment language will magically appear and be inserted into the Bylaws without a vote of the Board. Second, the Fair was formed as a representative democracy. The Board of Directors are your democratically elected representatives. The members have entrusted the leadership of the organization to us. I treat that responsibility very seriously. I do my homework, I reach out to members to get their input, I collaborate with other board members, I come prepared to board meetings. I'm here to lead so I very rarely abstain on motions and I don't use lack of member input to delay and avoid my responsibilities. I know that my actions aren't always popular but I'm here to serve the organization, not myself. Voting for this motion would be an abdication of my role as one of your elected representatives. I have a legal duty of care to the organization and that doesn't permit me to ask the members to do my job for me. In addition, our bylaws do not have any provision for the membership to vote on anything except for the Board of Directors, a recall of a director, and advisory motions. The binding language in this motion makes it non-advisory. I'm legally obligated to adhere to our Bylaws. I cannot support this motion even if the binding language is removed as there has been no engagement with the membership to educate them. It would violate my duty of care to act on advice from an uninformed electorate.

Jon Davis: He opposes this motion for the reasons that Jon Steinhart mentioned. The amendment language and the duties of representative democracy don't allow us to ask the members to make a binding vote. He believes that it is important that he does everything he can to support the Fair, and he's looking forward to seeing everyone there, but he is opposed to this motion.

Sandra: This motion creates a new process for approving policy that bypasses the Board. The Board works hard to educate themselves on the policy issues so that they can make the informed votes they are elected to make. We consider legal, fiduciary and impact on implementation amongst other factors in making decisions. There are legal, possibly fiduciary and implementation issues if 16-year-olds vote. There are none if the age is 18. The membership has the Bylaw opportunity to make advisory votes only. Requiring the advisory vote to be mandatory is not in the Bylaws and substantially changes how this organization approves policy. Individual Board members can agree to be bound to the vote of the membership, but other Board members do not have the right to direct my vote by making the advisory vote binding. This would require a change to the Bylaws. The Board has additional responsibilities that are focused on governance, strategic direction and ensuring the organization's financial health and legal compliance. We must act with a duty of care, loyalty and obedience to the organization. We cannot sign away our legal responsibilities and we cannot be prevented from exercising our agency. This is not a case of "all things being equal," so which do you prefer? I must vote in the best interest of the organization's vision, mission and goals and ensure the organization has a clear direction.

John Alexander: He apologized for being late, he was coming back from being onsite at Fair. He appreciates what Arna said, that if this goes down, we remain with status quo where wristbanded folks can keep voting. Unlike at the last meeting, here we won't disenfranchise folks with this one. We would be putting something about membership and what he sees as member rights before the membership for a vote and he doesn't see that as abdicating the other important decisions that this Board needs to make back to the membership always. He agrees with the representative democracy part but this affects membership and is an opportunity. There were a lot of voices on the last motion. If this motion is getting voted down because it's not written well, it speaks to the process that we continue to follow where we don't get to talk to about motions until they are New Business or Old Business. We need to keep considering how we craft our motions. We need to bring, as a collective, our ideas to public work sessions and start to craft our motions together as a Board instead of waiting for Old Business to become New Business and then complaining that they are not well written. The nature of this motion is something that he supports.

Kevin: He is not in support of this motion for the reasons that have already been mentioned. The only membership input that we got tonight was someone begging for a plan for educating folks and they have a point. We need more preparedness. It's unfair for the membership to have this thrown at them. Folks with a 16-year-old will be very interested in this. This is important to all of us as a Board, so we need to go back to the drawing board, work together and do the work that we were elected to do, to figure it out. When things fracture like this, it means it's going in a bad direction and we need to take more time. Membership deserves that.

John Govsky: The vote last month did not pass, and if this one fails, it will mean no change, so the three people under 14 could continue voting (with a postal ballot, avoiding privacy issues), which would not hurt the election.

Arna: There isn't anything in our Bylaws to deal with this, but we could put something there. This didn't go through the Bylaws Committee yet, but it could go to them, that's why we have a Bylaws Committee and they would deal with it and figure out how it would go into the Bylaws.

That's how we change our Bylaws. There are no legal issues around this motion. Our attorney has said this is fine, that any age can vote and there are no privacy issues for people 16 and older. There would be no privacy issues for folks 16 or older. We have until October to educate members on this issue and we could do that. That is not a worry. We could use the online pamphlet to present information. Voters could go look at that. Sometimes I feel like some of the comments show very little respect for the membership, but she believes they can understand. We are a representative democracy but we are also a membership organization. The membership is smarter and more aware than a lot of us think, especially voting ones, which is not as many as we would like. She doesn't see anything wrong with referring this to the membership, but remaining status quo is also a workable situation.

Teresa: She appreciates this dialogue. She is hearing different perspectives and feels swayed by folks speaking against the motion. She feels that she needs to know more before we start doing something different and have a binding election. She is persuaded to vote no.

Jon Steinhart: As a Director, he has a duty of care. We have five sponsors on the motion, so he would have expected the language to be better with so many folks looking at the language ahead of time. He respectfully differs with what Arna said. Nothing in this motion says that it would magically go to the Bylaws Committee if it were voted on. It does not give direction about how it would be implemented. It is a poorly drafted motion and this is not in line with our duty of care.

Paxton: He wouldn't be unhappy if this doesn't pass. He thinks our young people deserve to be responsive and that they do a good job at elections. He doesn't think we need to truncate how we do it currently. He has a problem with codification of the Advisory Ballot into something else. He agrees with Jon Steinhart that it is not what we should be doing. In the past, we have asked the Bylaws Committee to come up with language to do this kind of work. They have discussed this three or four times over the last 20 years that he has been on the Bylaws Committee and they have not felt the need to push it beyond what we currently have.

*(YouTube video: 0:52:18)*

John Alexander: What he's hearing is that it's not written great, but we didn't push it forward to get more input and write it better. One of his esteemed colleagues mentioned that let's work on this more, which is great, but if we vote it down, it's not great form to bring the same motion back again later. He is wondering if the binding part is the problem, but we really want to hear from membership, we could pass it, since we're going to have this new great way of doing elections, which I think you mentioned is an Advisory motion. He is not going to make an amendment to the motion just yet because he would like to hear if that is something that people would like to hear from the membership and then it will be clear what we need to do once the membership has spoken.

AJ: He is concerned about the tone that if you don't agree with this motion, then you're against membership having a say in this. That is not what he is hearing here. Those opposed to the motion are not necessarily not wanting membership input. There are other reasons why that is happening. Since that has been mentioned a couple of times, he wanted to clarify and encourage the Board to stay away from language that uses the membership as a way to separate us. We are all in this because of the membership, so let's talk about ways to make decisions like this without discouraging their vote or what they have already voted for, which is for all of us to be in this space at this time.

**The motion failed: 3-7; Sandra, Paxton, AJ, John Davis, Jon Steinhart, Teresa and Kevin opposed.**

### **New Business**

Extend the work time of the EDIB work group for one year to allow them to finish their tasks (Arna Shaw, Teresa Vaughn, AJ Jackson and John Alexander)

### **Meeting Evaluation**

*(YouTube video: 0:56:43)*

Last round for the good of the peach

Teresa: Thanks to Amplified Sound Committee and Kirsten for working on the amplified sound issue and for creating the plan going forward. She appreciates hearing different ideas tonight. It felt like a good discussion.

Lawrence Taylor: Wants to encourage everyone who runs this fall to put their position on voting age on record.

Jon Steinhart: He misses meeting on-site but he got a lot fewer mosquito bites tonight than his recent time on-site. See you at the Fair.

John Alexander: Thanks, Steven, for continuing to do such a good job and keep our tone in check.

Paxton: He loves the June-ly meetings and they are usually short. This has been a great meeting and very interesting. He is looking forward to the Fair and there is a lot of interesting and productive stuff going on on-site.

Kevin: Good meeting, thanks for sharing your perspective. He can't wait for the Fair. Hug me if you see me.

John Govsky: This was a great, civil meeting with a nice discussion. He looks forward to seeing everyone at the Fair. Jeff's report on the election stuff was fantastic, so thanks to Jon Steinhart and the crew.

### **Next Board Meeting will be August 4, 7 pm via Zoom**

### **President's Peace**

*(YouTube video: 1:00:43)*

AJ: This is his favorite time of the year. He is going to see friends that he hasn't seen in a while. A couple of years ago, we were coming back from COVID and we were discussing whether we could hug. Now here we are and there is no doubt about hugs. He gave an announcement for new volunteers: First, thank you and it's going to be fun! Second, know who your crew leader is. Make sure you have their name, their phone number and your schedule. Drink lots of water and bring lots of water. Have fun and don't be afraid to ask for help. 25 years ago was his first year, which he remembers like it was yesterday. It was fun, above all else. Get to know some people! Love you all and let's make it a great one!