

Elvin HOME, Inc/Lothlorien Nature Sanctuary
Governing Council Meeting Minutes
December 11, 2022
This meeting was recorded

Attending: Voting: Conney Freese-Posthuma, Aaron Bromberg, Aaron Campbell (Bone Daddy), Lisa Daugherty, Jack Benge, Joey Clendening, Lily Blackwell, Polli Pollem, Debra Lee, Torcy Nix, Aradia Beymer, Alix Tirey, Katie Wolfe, Josh Netherton, Jill Kleinpeter. Non-voting: Staff: Chelsea Malwitz, Janie Van Buskirk, Songbear Burke, Dingo McMillen, Jef Stelzner. Members: Ranson Johnson, Karima Amos, Vic Stelzner, Anthony Horton, Michelle Collard, Danielle West, Leslie Burke, Kel McBride

Opening: Aradia- speaks about how we have been acting like there are sides and about the ways we all feel the connection to the land , that we are trying to save our members and the land; that everyone in the room wants the land to grow and thrive. She asks each person if they agree, says we should love this place and work together and be respectful of one another.

Consent Agenda:

Time Limit: Discussion of whether to set a time limit for the meeting, possibly 5:30. Aradia-Suggestion That non council members limit comments to 3 minutes until Kel can present her proposal. Katie says there's nothing so that can't wait if we run out of time. Janie suggest the meeting go on until we are done.

Jill reviews hand signals for agreement, questions, relevant comment, etc.

Discussion of October and November meeting minutes:

Janie said there've been changes, Katie and Aaron say wait another month. Josh says that we need to get the editing down so should wait another month. Lily says we can't vote on November until we've accepted October. Polli says she should not vote on October minutes because she wasn't on council Then.

Discussion of how to edit in Google docs, transcription software,(Otter AI) etc. Lily suggests people initial their comments and include in original, Vic said if we're including direct quotes, we can't pick and choose which ones to include. Should hold off on approving November minutes as well.

Conney asked if we can do a summary outline or synopsis minutes in addition to detailed transcript. Research in old minutes shows that there is a need for more detail, but we also need condensed version.

Jill suggests that when we don't have quorum, there should be a minutes space sheet filler so it doesn't look like meetings are missing. Josh suggests meetings omission memo.

Jill motioned for October and November minute approval to be tabled. Aaron 2nd 14 for/none against

#3 Old Business-Nestor

Danielle is speaking for WLG. Janie reads Krystal's statement and says that Nestor is aware and has removed himself. Danielle says that Nestor doesn't want to come forward. The recommendation is that Nestor be banned for life. He had similar issues before; he left and when he came back, he had the same issues. This is what WLG is for.

Conney said that when Nestor was notified that it would be brought up at a meeting, there were several messages back and forth. He said he would ban himself, then continued to defend himself. He does not Listen

Jef said he is worried about his dental license. Jill said that there must be a criminal conviction or brought to the dental board for that to happen. These issues keep happening and we need to nip it in the bud before it gets worse.

Polli-we can't be liable for him doing anything medical on the land. Jill says that's why med team has rules because of his interference. Katie mentions some previous comments from him about smaller fests meaning fewer women to pick from. He also did not follow up on photographs he was supposed to take. Deebra motions to ban Nestor for life/ Aradia 2nd Passed 15 for/ 0 against

Continuation of grievance, contract review, etc. against Aaron Campbell AKA Bone Daddy

Aaron requests that remaining votes be done by ballot. Some discussion about minutes being open, but people being legitimately afraid of retaliation for their votes. It's an option we haven't usually used, and in past people have been told we can't. Private ballot for items 3, 4, 9, 10, 11, those involving individuals. (Lily suggests #9 be committee proposal instead of committee selection)

Aaron Motioned/Aradia 2nd Vote: 12 for/ 3 against.

Danielle and Ranson will count ballots.

Bone's contract review:

Aaron has Janie read his statement ([see document](#)) Questions comments in petition. Discussion of petition, participants, and relevance. Members who were part of creating, posting, and signing the petition discuss reasons-Polli says council has to decide if it's relevant. Torcyr and Deebra state that they created it. Jill said that members with concerns had come to her asking to sign a grievance, but she chose not to because of the time it would take. Members asked what they could do. WLG only deals with sexual discomfort not other issues. The petition was created for people who felt uncomfortable about speaking up.

Chelsea statement ([document with emails and FB posts](#)) Roberts Rules would consider this a trial: fairness requires that the committee hears the other side of the story. Says that should have been 30 days notification, questions ethics of Deebra and Polli. Said that it was a vendetta that should have been talked about in council before it was posted. Michelle says that RR is suggestion and manners, but we have to follow INCA law. Aaron asked what laws we are breaking.

Time Stamp in recording: 1:52:16

This is a transcription from the recording

Chelsea - I was just stating an ethical way to perform this.

Michelle - However, it's an ethic, not a law, and the law is the only that we have to observe here as a NonProfit

Aaron - We like ethics

Michelle - Does everybody understand what the law is? Have they read it?

Debbra - I have INCA for Lothlorien all right here

Aaron - Is there a specific law that you are saying that we broke?

Michelle - Well, yea I am we can start with that.

Aaron - Which one?

Michelle - Maybe everybody needs to get familiar with what's governing us as an organization.

Aaron - Ok, so you don't have one. Yea we all agree we need to follow the law

Michelle - And that's the bottom line

Chelsea - But we should ethically do it.

Michelle - Absolutely

Chelsea - That's my point. And this was not ethically done

Michelle - However, it's just about manners and not about laws, so let's differentiate between those two

Aaron - It's about running a meeting.

Michelle - I totally understand, believe me, I've been right where you are. 2011, was it 2011, 2010, yea.

So you know we can agree totally on that. And I appreciate Robert's Rules and I hope we can do that more, but we just need to start following those rules first, laws.

Aaron - Which one are you referring to that we are not following?

Michelle - Oh my god, (inaudible) attorney

Aaron - No you are making an accusation, I would like to know which law you think we broke

Michelle - well we could actually spell it out for you if you want me to

Aaron - Yea I would like that

Chelsea - Why has no one done that?

Michelle - In 2010, they removed the voting

Aaron and Chelsea - No, no no

Aaron - What law are we breaking now?

Michelle - Oh are we going to go right now, today?

Aaron - Yea

Polli - Eva, Banning Eva

Michelle - Banning Eva, Banning Lily

Aaron - So Polli, you are saying that we broke the law banning Eva and Lily?

Polli - I want to clarify. So you make a lot of noise about the term. Let me explain. Anytime you exercise power as counsel that was not provided to you in the By-Laws, then you are violating the By-Laws. I don't care what you call it, you wanna use whatever weasel words, beat me over the head.

Aaron - Well, legal is about the law

Polli - Your attorney was all confused because you went to him with that language, what I'm saying is anytime you exercise power that the By-Laws do not explicitly give you as a council member, you are violating the By-Laws and you are not operating in the best interest of the organization. In fact, you are breaching your Fiduciary duty.

Chelsea - So we didn't

Polli - Call it whatever you want.

Aaron - So we didn't break the law? It was a By-Law, correct?

Polli - laughing,

Aaron - No but Im asking, did we break a law?

Polli - You go ask your attorney.

Aaron - We did.

Polli - Ok

Aaron - Ok so we got the answer

Polli - You heard his language.

Aaron - No I asked him specifically, did we break the law?

Chelsea - We screenshotted "Is this illegal?"

Polli - So I do want to say that Chelsea makes a lot of ado about all the stuff that was posted on Facebook.

Chelsea - Yes

Polli - And Chelsea posted her pro-ban...

Chelsea - I brought it because you always say that I say this, but I never said that and you have always said that I said that. I never spoke regarding Eva's banning, only yours and I said that "I supported suspending Lily until she could come before council", that is literally all I ever said.

Polli - the point is that you posted that on Facebook

Chelsea - Yes I did

Polli - You posted that and yet you're saying that everyone is doing all this violating...

Chelsea - Polli you are a lawyer and people are trusting when you say the words "illegal" or "unlawful" you're misrepresenting what happened. And that's important.

Polli - I can tell you the consequences of violating the By-Laws, I actually posted a presentation that was developed by the AG, two AG ago, (unnecessary dialogue), I posted that presentation that explains to you what would happen if the AG does need to get involved. Why would the AG get involved? Because you are violating the By-Laws. So that is the point.

Chelsea - So Im saying for Debbra and you and Torcry to say the things we are doing is illegal, is not ok. And it is a misrepresentation of what is actually happening. People are trusting you and think you are a professional in your field. You cannot speak like that.

Torcyr talks about past events, asks if Bone was removed from council. The response was No he was never removed from council.

Danielle- talks about how there are always sides-need to talk as individuals because people are "hearing but not listening."

Discussion on this issue paused here to discuss Kel's proposal. Some discussion between about the order of other agenda items-finish old business first, so Kel, grievance, then contracts.

Kel McBride's Event Proposal

Kel recaps her proposal: focused invitation only drumming event with workshops, etc. first weekend of May using long hall, dome, Lightning and camping areas mainly on that north side of field. Would not restrict members use of the land, except from their activities and areas while they're using them, her attendees will be identifiable by bracelets, etc. Adults only, no kids, will pay for firewood, showers, etc. have own fire tenders and follow dome guidelines.

Conney said that there are plenty of other area besides the field where work can be done, some mowing may need to be done before.

Lily motioned/Jill 2nd 15 for 1 against Kel says that she doesn't need to be here for discussion of details. She will work with Aradia as event liaison to work out rental contract and additional details.

Polli: we can discuss rental contract through email and then come back and vote and make a decision in January.

Return to discussion of grievance/contract review:

Bone rebuts points from Debbra's talking points "brief" and asks questions. He says that the claims of violence, stalking, discrimination are lies. "If these lies are allowed to be told, then I'm allowed to say they're not true." He says that much of it is conjecture and hearsay. He says that people have not taken time to get to know him. He says that there is no evidence of abuse, that people he asked said he is gruff and authoritative. He says that's all he has to say regarding the document. "I will ask you all to use your best judgment. A lot of you have not tried to get to know me, have not worked around me. I don't know what else to say. I hope my work and my actions speak for themselves.

Leslie speaks. She says that she loves everyone here and that there are lots of hurt feelings all around. That the issue with Eva was botched. Talks about guidelines and contract hours. She says that the root is getting lost. People should go to others personally, so issues don't build.

Ballot Votes on Issues:

Jill recused herself from all Bone related votes

Lily Motions to remove Bone Daddy as President and Steward of Elvin Home effective immediately due to abuse of authority, there was no 2nd 6 yes / 8 no Not passed

Aradia's grievance - Aradia Motions to remove Bone as President and council permanently, Torcyr 2nd, 8 yes / 6 no Not passed

Jason's grievance - Conney motioned to remove Bone from council, Lily 2nd, 7 yes/ 7 no Not passed

Removal with Cause - Lily motioned to remove Bone from council, Torcyr 2nd, 8 yes/ 6 no Not passed

Removal without cause - Debbra motioned to remove Bone as President, Aradia 2nd, 7 yes/ 7 no Not Passed

Contracts:

Aaron B speaks about new contracts and how the term "coup" was brought up twice last meeting by new members and how it is odd how many stewards joined last meeting and are continuing to join. He brings up the point that pre-existing voting members could be voted out by all the new members and to just be aware of this trend happening.

Anthony-return as groundskeeper Willie, help with mowing and other groundskeeping, keeping track of fire tools, heralding and wherever else needed. He no longer has the transportation issues he had before.

Lisa motioned/Lily 2nd

11 yes 4 no.

Review of nominees for officers:

President: Conney and Uncle Dan
Treasurer: Alix
Secretary: Debra-Katie nominates Aaron

Lisa's last treasurer report:

Treasurer Summary Month Nov-2-2022

IUCU Check acct start balance \$35,198.06 IUCU check acct. end balance \$27,914.68

IUCU check acct. debits # 16 \$8,494.33

IUCU check acct. credits # 3 \$1,210.95

IUCU Savings start balance \$14,235.03 IUCU Savings end balance \$20,239.67

IUCU Savings debits # 0 \$0.00

IUCU Savings credits # 3 \$6,004.64

QKBs P&L total expenses \$2,552.54

QKBs P&L Income \$1,264.08

QKBs P&L net operate income -\$1,288.46

PayPal start balance \$1,122.92 PayPal end balance \$1,168.90

PayPal credits/ payment received \$71.00 PayPal payment sent \$22.00

PayPal withdrawals/Debits \$0.00 PayPal Fees -\$3.02

She will have all expenses in spreadsheet and pass on her notes and procedures.

January meeting: Discussed having food brought in for January meeting

Solar Array-Discussion of options -repair/replace/do it ourselves, hire help. Ranson suggested underground grid lies-will research cost for us. Conney suggested dedicating the ca \$3000 donation from Karl Sebek to our electrical systems.

2023 schedule:

Aaron B motions to adjourn, Katie 2nd, 4 yes/ 12 no Not Passed

Jill motioned to adjourn after we have committee selections, Alix 2nd, 13 yes/ 3 no Passed

Jef has event to add. Welcome back Spring works best for IPCOD on March 25. They will donate \$150 and Torcyr will match. He will locate equipment for hog roast.

LeoFest will be 2nd weekend of August.

Proposed Standing committees:

Chelsea asked Torcyr how he would make her feel safe to be in a separate committee with him, he replied with "There are no guarantees, the only way we can build trust is to actually work together. Right now, we are in a bad position, if we do not work together to move forward, the only option available is to those people who see stuff going downhill, to seek out the intervention of the legal authorities who oversee 5013cs. And no one wants that."

By-law, Policy and Procedures-establish processes and procedures, review by-laws periodically, document for continuity. Will not make changes without council's approval.

Members so far: Polli, Torcyr, Azisa, Lissa, Aaron, and Chelsea

Conflict Resolution & Grievance Committee

Resource for WLG /EARs, rewrite and grievance policy and procedures. Help stop things from blowing up
So far Azisa, Abel, Jill

Administrative team (Committee) to help with record-keeping and other administrative tasks, to support officers in their jobs. Already exists as chat-needs to make council official. Should include officers, President should be chair.

So far-Conney, Alix, Azisa, Lisa, Karin, Debbra, Krystal, Chelsea, Jack, Lily, Torcyr, Polli, Jill

Lily motions to approve all 3 committees, Lisa 2nd, 13 yes/ 3 no Passed

Original minutes written by Conney

Revised by Meeting Minutes Committee with suggestions from board

Unanimously approved at March meeting