

**Elvin H.O.M.E, Inc., Lothlorien Nature Sanctuary**  
**November meeting minutes 11-13-22 1pm – Revised**  
**Location of Meeting – Inside Longhall 559 McFadden Ridge Rd Bedford, IN 47421**  
**This meeting was recorded**

**Stewards** -(beginning) Conney Freese-Posthuma, Bone Daddy, Dan Henline, Lisa Daugherty, Jack Bengel, L. Katie Wolfe, Aaron Bromberg, Lily Blackwell, Debbra Lee (Added during meeting): Aradia Beymer, Torcyr Nix, Alix Tirey, Polli Pollem, Jill Kleinpeter, Josh Netherton, Joey Clendening

**Staff** (beginning) Janie Van Buskirk, Chelsea Malwitz, Jef Stelzner (added this meeting) Azisa Cordero, Dingo McMillen (Niel Summers), SongBear Burke,

**Members** Karima Amos, Kay Bull, Krystal Andry, Morgan LeFay, James Pfister, Vickie Stelzner ( EE ), Scotty Tedrow, Tip Tipton, Ranson Johnson, Kel McBride

Aaron motions, Conney seconds to allow people with short business to be moved up to placement 7 on the agenda. 7 for 2 against Passes

**October Meeting Minutes-** *Katie Wolfe motion to postpone approving meeting minutes to allow time for revisions. Aaron B seconds 4-for/ 5 against not passed*

*Talked about doing meeting mins draft continue.*

*Aaron B. Said he saw some things in the meeting mins that didn't seem correct.*

*Josh N. Needed to be added to sign in list.*

*Katie Wolfe wants to table because they came in late.*

*Janie said it was 9 pages that came in the day before meeting*

*Aaron B. wants a copy of the recording for all voting members (talks about specifics)*

*Discusses about using other words for specific “ inappropriate “ words in documents.*

*Aaron B. Brings up other discrepancies of what people said.*

*Debbra Questions about people wanting recordings now and questioning her meeting minutes*

*Lily doesn't think we need to redact the drug use from the meeting minutes.*

*Debbra says its important because it's in the CPS report*

*Aaron B. would like to add to the minutes that he did say that we should get a lawyer.*

*Debbra asked him to be more specific on what. For a specific person or for Lothlorien?*

*Aaron said he didn't really specify at the time. That it was before a vote.*

*Debbra said she would put in the footnotes*

*Ranson- mentioned that Aaron was asking for council to have legal counsel generality.*

*Janie- Talks about clarifying of discrepancies in meeting minutes.*

*Bone Recording should be available to all council members.*

*Debbra- To put draft on google docs where edits can be suggested.*

*Katie motion- Aaron B. 2nd to have the meeting minutes revised and voted on at the next meeting. Vote: 8 for/ 1 against Passed Time stamp 23:00*

**NEW Contracts**

*Josh Netherton - Steward states he feels we aren't a unified body right now. Adding small tree removal. DNR reports to his contract. Lily motioned Aaron B. 2nd 9 for 0 against Passed*

*Joey Clendening - Steward Garden, general, maintenance, assist with solar. Aaron motioned. Katie Wolfe 2<sup>nd</sup> 8 for 2 against Passed*

*Jill Elmore-Steward New ethics committee. Help more with formal training with WLG. Formal training with ethics. First aid training with staff. Get more staff CPR certified. In addition to the other thing she has on her contract. Conney motioned. Lisa 2nd, 10 for 1 against Passed*

*Dingo - Niel Summers – Staff Assisting with environmental efforts. General maintenance. Assisting with trail maintenance. :Dome tending. Helping with everything physical. Help with the kitchen. Jill motioned. Debbra 2nd-12 for 0 against Passed*

SongBear Burke Staff Essential services. Trails. Helping with garden upkeep. Possibly working on gardening in the winter. Josh motion. Aaron B 2<sup>nd</sup> 10 for 2 against Passed time stamp 52:00

Azisa Cordero – Staff Admin team. Organizing training for the Admin team. Cross train people to help with secretary and treasurer. Helping with the new sales ticketing system for registration. Ethics committee, mediation committee, research on admin needs, working with WLG with education and training, by-law committee. New moon rituals. Debbra Motioned. Aaron 2<sup>nd</sup>- 11 for / 1 against Passed Time stamp 1:00:00 Polli Pollem.- Steward “To advise and to assist on legal issues as we have them”. ( mentions proxy. We still can have them based on state rules. ). Would like to train everyone on what to do before they make a by-law change. “I would like to walk away at some point”. I would like to reopen the by-law committee and the policy committee. Review the tax laws for tax savings. Jet engine mechanic if needed. Quickbooks. Accounting and finance. Talk with each section and have a basic understanding with all departments. Such as, everyone knows what all the invasives are. Work towards the steward handbook.

Opened to question comments

Bone “I heard you say several times that you were run out of Lothlorien”

Polli No that’s not what

Bone Said it was at grand council at other times he heard here say it was because of abusive behavior. Bone asked if you were abused why would you come back?

Polli These people are my family.

Bone What about all the lies and conjecture you have spread about people on council?

Chelsea I like what you are saying know, but since I have experienced since you've come here you have portrayed yourself differently, know that you are trying to get a vote. “You have lied about statements I have made.” You have slandered the council openly and degraded them online now you want to join them and much of what you expressed was peoples intent about people from a meeting you did not attend. In my opinion as the only way I can imagine you'd be going about this the way you are is that your current community is suffering. You saw an opening to come into another community, that you feel has wronged you and wreak havoc and use your degree and education as a way to confuse and incite the members, for division. You have so far not wanted to help other than to divide. You used emotional, angry people as a way to destroy our current community and the way we do things, which may not always be right. We now have threats online of the AG being involved and possibly opening us up for sale, And does that not serve the intent that I just placed on you. Intent is a tricky thing. You can plant the seeds and some will believe you and some will not. But you will never know if you are right. But you should at least have the decency to consider the ramifications of speaking such intent on others. And the morality to hold your tongue should you see hear and pain to all. Then move towards more viable and ongoing solutions. I have not seen this represented.

Polli You did post something online

Chelsea wanted to read the post.

Polli No you were supporting an action I feel was not a correct action. Time stamp 1:15:00

Chelsea Let me read you, You said I supported both bans.

Polli No no we don’t need to hear them again.

Chelsea starts talk Polli talks over her.

Polli Let me just say I’ve been coming here since 1989. I don’t know you, you don’t know me. When I saw what was happening here I could not let that stand. Period

Chelsea But the way you went about it.

Polli It doesn't matter the way I did it.

Chelsea People look to you, they are trusting you. You are giving legal advice you are showing people it’s appropriate to act this way.

Polli Act what way?

Chelsea Lying misrepresenting the council.

Polli How am I lying?

Bone You have not proven that this council has broken the law.

Chelsea You have repeatedly accused me of supporting the banning's.

Polli You did.

Chelsea I never said that

Josh I liked a lot of the things that you said. However you said that you don't know her, and you don't know me either and I don't think you know a lot of the council members. I know that you put a lot of work into the Bylaws and the policies and the way that the organization is run. But I had never heard of you until two months ago. I feel like coming back and jumping in immediately into a voting situation where we don't know anything about you maybe isn't appropriate. I feel I would vote for a staff contract but I feel like a steward immediately.

Polli I'm confused because I've been a Steward before. I'm confused because you don't know me.

Josh I would just like to see some results

Lisa Polli has expertise and she can help us. We need help and we need help for Lothlorien.

Lisa Motioned. Lily 2<sup>nd</sup> 7 for/ 5 against Passed time stamp 1:28:50

( 10 min bathroom break )

Torcyr- (Terrence) Steward Finish resolutions with by-laws. Steward handbook. Stone work in the dome. A professional landscaper. Help with the boiler but will need to relearn.

Josh The same as what I said to Polli I would like to know you better start with a staff contract.

Torcyr I understand how many contracts have you had?

Josh this is my third

Torcyr this is my sixth

Josh I know you have years here, I just don't personally know you and it's not just because I don't know you.

Torcyr that keeps getting mentioned about not knowing each other. Bone's been here 23 years and I've been here 22. I'm very active not only at Lothlorien but in the broader community. Almost everybody sitting at this table has been to my events.

Bone At the last meeting you were very loud

Torcyr Yes I was. I was very angry at what you had done.

Bone You screamed at me

Torcyr I didn't scream at you, I raised my voice and I apologize for that. It was mostly because you flat out lied.

Bone I did not lie

Torcyr We disagree

Lily Motioned. Debbra 2<sup>nd</sup>- 8 for/ 5 against Passed

Alix - (Alisha Tirey) Steward Plans to run for treasurer. Books and numbers. Help in the kitchen. Do activities with children. Bring back "stone soup" with the kids. (pick wild edibles with Mary. bring them in the kitchen with Debbra and feed people. Help with work weekends) Jill motioned. Debbra 2<sup>nd</sup>- 13 for/ 1 against Passed time stamp 1:51:00

Aradia- (Vicki B ) Steward Greenbook, mailings, worklogs, admin team, quickbook assistance. Primary job: spiritual liaison and guest event coordinator. One person to go to for events and contracts.

Lily Motioned. Lisa 2<sup>nd</sup>- 10 for/ 5 against Passed

### **Officer nominations**

**President:** Conney, Uncle Dan

**Treasurer:** Alix Tirey

**Secretary:** Debbra

### **Elder Emeritus Request**

Debbra had a request for Jill Elmor. However, Jill had just come on as a steward for this meeting. There was a request to give Jill EE for whenever she steps down from steward. This was tabled for when an EE policy is created and official.

### Financial reports

**Checking: beginning: \$31,749.97. At the end it was: \$35,198.06**

**13 debits: 1,646.52 4 credits: \$5,094.61**

**Savings: Beginning: \$14,231.40. At the end it was: \$14,235.03**

**Credit: \$3.63/ Moved \$6,000 into savings. \$20,000 end**

**Quick books P+L : \$58.21/ Income: \$1,308/ operating income: \$1,249.79**

**Paypal: began at: \$2,704.48. Ended at: \$1,122.92**

**Credit: \$515/ Sent out: \$22 / withdrawals: \$2,060/ \$14.66**

**Wild magic report: attendance: 289/ Sales: \$15,925/ cost: \$2,828.40**

**Witches Ball: attendance:**

**Cash subtotal: \$933 - \$100 for start change: total cash: \$833**

**Paypal: \$175**

**Total: \$1008**

**Memberships in cash: \$150**

**End total: \$1158**

**Costs: pumpkins:\$100/ Chicken: \$123**

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Janie asks for the VP address. Lily states she wants to hold on her VP address until all the members have been heard first.

### Kel McBride's request for event- (doc attached)

Wants to rent the land in early May of 2023. Her and Julian Douglas would be heading the event. The event's name is called "luminary". May 5th to May 7th. Trance focused, thunder dome experience. Meditation. Trance drumming and dancing. Several events throughout. Welcome session. Focus meetings. Morning debriefs sessions. Rituals and fires. Groups to check out elemental shrines. Private event. Pet free. Required pre-reg. Guests will be attending my invitation only. Will offer scholarships to limited people.

-Requests that there is no construction or repairs being done on the dome during that time.

-Is unable to uphold the part of the contract where it states no pictures.

Concerns/ questions/ comments:

- Kel wants this event to be completely private. This is a concern amongst the council due to the fact that we are member owned and cannot completely enforce members to stay out of areas. Only suggest.
- Must be a member. But a private event.  
We are unable to tell members as a whole that they cannot be on the land. Kel goes on to explain that the members can walk through and do what they need to but they can't "hang around".
- What parts to reserve? Kel: Kitchen, showers, Dome, longhall, lightning, composters, camping spots, the field, etc.
- No expected number on how many people until we can agree
- Not an "adult event"
- Have a way to tell other members where exactly they are allowed to go and not go. Put a sign at the troll booth.

Will discuss as a council on how we want to move forward with leasing/renting. Then discuss Kel's proposal. Kel would like an answer by January meeting. However, It would be better to have it settled by December meeting to put into the post cards.

### WLG-

Regina opens. Trusts that the council has already read the statements about Nestor Reyes. This was the second complaint to WLG. Regina then reached out and got a lot of feedback.

Nestor has been corrected many times on a lot of these and he still continues to do things to make people uncomfortable. The pattern is a complete disregard to peoples boundaries. Interference with the medical team. Physically touching without consent. Repeated inappropriate contact with women.

Put on immediate suspension. We will send a letter to Nester of possible banning at next meeting. Will talk about the subject again at the next meeting and vote on a ban. Nestor will only be allowed to come during his set time on the agenda. He will be escorted to and from a vehicle from the front of the property to the Longhall.

Motion: Polli 2nd :Jill – 16 for/ 0 against Passed 2:56:19

**Katie Wolfe needed to leave due to not being able to drive at night. She has appointed Chelsea proxy.**

(15 min break)

Janie opened the floor to members who had short statements. No one wanted to make a statement.

### VP Address

**Lily ( some paraphrasing ):** this past month I have talked to a lot of council members and members. Not a lot of concerns coming in except for what is coming from the Love page. There is a new official VP page ( VPO ) for staff, members, aspiring new members, etc to reach her through there. The page also directs to all other ways to connect. Lily can be reached in person and online. Her goal going into the winter is working on polls and surveys that are physical as well and not just online. She states that she wants this to be in general and not just for issues. These will be archived. Lily wants to get the council involved with talking with the members as well.

Polli: Concerned about the page not being on the actual Elvin Home Lothlorien page yet.

Krystal: asked about specific goals- Lily answered I want to be the voice of the membership, but also getting her hands dirty. Being fluid.

Debbra: Reminder that the VP is specifically just for the members. That is it. Extra work outside of that is extra and not related to the VP.

Alix T.: Using the VP for your own personal goals is inappropriate.

Aradia: asked if she can have an official spot on the webpage for contact for her.

Lily: Mentions that the VPO page is the members page. She does not have the passwords to it. It is an official Lothlorien page. The page is meant to be passed on from VP to VP to be used as such. There are multiple admins.

Debbra: feels that this needs to be voted on to protect the page.

Janie: mentions that the future VP may not want to use the page

Lily: We are saying that it is not my page to keep for myself when I am no longer VP like Katie did. Members need a consistent way to contact the VP.

Janie: We always have an email too.

Lily: We also need another open way to speak to them. This is easily accessible.

Azisa: was unaware of the Lothlorien email and would like that attached and cycled around for people to know about.

Lily: [lothlorieninfo@gmail.com](mailto:lothlorieninfo@gmail.com) Would like that added to the minutes too.

.Motion that the VPO page ( facebook ) will always travel with the VP. Whether they choose to use it or not.

Bone: I'm sorry I didn't hear most of that

Janie: recaps

Lily: Does it help the membership? vote how you would think the membership would want.

Bone: I don't think that the majority of the membership spends time on facebook.

Lily: I think that you are not on Facebook. Are you willing to vote on a page for the members that is consistent?

Torcy: motioned for official page/ Polli: 2nd- 11 for/ 4 against Passed

### Witches Ball

Aradia: mentions the front door to the longhall. She fell at witches ball and wants to see if there is anything we can do about it so it isn't as dangerous.

Janie: let's note it and find the proper person to work on it. But I don't think we can answer that right now.

Lily: better lighting around the exterior that's safe.

Lily: The dome was a nice replacement for the dance party but it was kind of sad seeing the longhall so decorated and no one was really in it.

Polli: Food was wonderful and drumming was great.

Azisa: Loved the new addition of a chimney log.

Lily: there was an incident that involved WLG and Nestor Reyes. A member had a medical issue and Nestor kept insisting on taking her back to her tent and threw a fit when not successful. He tried to take her drum out of the dome. He was told that the medical team was trying to care for her. Lily ended up staying with the member until 6 am to watch over her. The member wants to stay anonymous.

-Polli, Jill and Lily talk about not interfering with the medical team and the policies.

### **Logan and Clairs wedding**

Went well. The family was very kind and donated an extra \$175 to Lothlorien.

Songbear: Dingo and Songbear took a walk during an earlier break and saw that there was a small trash bag full at the troll bar. Not sure where it came from but speculates from the wedding.

Lily: mentions that there were people during and after they left.

Azisa: Issue with the oven.

Conney: This is something we already knew.

Debbra: This is not a topic right now. There is a long list of things that need replaced

Conney: Michael, myself and Debbra were getting ready and cleaning and the family jumped in to help.

Debbra: They knew what worked and did not work and what they could use and do.

-Talk of the warmer

Lily: concerns of having everything ready beforehand. We need to make sure we are cleaning up our own projects. If we are doing contracts with people then we need to do more for the people.

### **Mediation with Lily and Bone Daddy.**

Abel talked to Bone several times. Azisa communicating with Lily. Azisa states that scheduling is hard to figure out. Abel said that Bone has been ready. Jonathan ( third mediator) can remote in. Fridays seem to work out. \ Abel is concerned about what if Bone gets "voted off" council and he is no longer....what's the point in mediation then?

Polli: preserve the friendship

Abel: was thinking to wait until mediation is over to move forward with bones grievance

Lily: the grievances have nothing to do with me. I don't have one against him. It's completely separate.

Aaron: It was your sister and your father that signed it

Lily: So why is that my fault? Stop blaming me for things my family does.

Abel: It's behavior like this that Bone is considered abusive and I agree with him. This is abusive behavior.

Azisa: We can discuss this at a later time in the chat.

Lily: I don't feel this is going to be a fair representation, so I won't do this mediation.

Polli: Arbitration and mediation are two different things. Mediation is where people Come together to compromise. The point and the beauty of mediation is to mend fences and preserve relationships for people that will be going on and having some kind of contact with each other. Arbitration is different. Arbitration is where you have a decision being made that everyone will abide by. And this is the way it is, period.

Azisa: talks about how she has added on taking on the mediation committee and definitions what those things are and making policies. As right now, the mediation between Lily and Bone the mediation does not have any policy back up. Abel and I have come to some agreements. But I feel uncomfortable doing a guinea pig meditation. No precedence or policies.

Polli: I think it's perfect that Abel and Azisa have different opinions. We are leading the path on these types of things.

Aaron B: I do know of a community that brings in an outside person to help with community building whether there is an issue or not. We also talked about bringing in an outside therapist that the council can use.

Regina: I think that the difference in opinion shows the difference between MLG and WLG. A safe space for both parties. Some kind of perspective can be reached.

Abel: I want us both to enter into this genuinely. With a want and will on common ground. Where we can actually see each other as human. I didn't say hug it out. Those are your interpretations. Humanizing each other.

Azisa: I think there would be a really good middle ground. I took things in a legal way. We can use documentation. Write down the agreement. We need to write down that we did what we were supposed to.

Abel: I would want that

Azisa: I would also like to note that I am Lily's rep. And would like for you to speak to me directly as I am to you for Bone.

Lily: You are not speaking for me.

Azisa: You can speak for yourself. I am just saying as far as being a shield because you are getting really worked up.

Lily: That is why you are trying to tell me how to feel and how to speak.

Azisa: You're having an outburst.

Janie: I just wanted to know where we stood.

Abel: I would like to hear what Lily has to say.

Lily: I am opposed to that method. The hug it out/humanity method. That type of method doesn't work. She wants an actual formal process and does not want to be a guinea pig for whatever people are trying to do. It's not fair.

Abel: I think we can come up with the literature that will help you both out. You don't have to like each other but you don't have to treat each other like shit.

Lily: He can stop coming around in my parents yard.

Abel: I know. That's exactly what we are trying to get back to.

Lily: So at this point, I agreed to mediation at the last meeting. But if we cannot agree on how we are going to mediate and there is no process, then I am not willing to do mediation to try and figure it out. That is not a fair expectation of me. How much do I have to go through?

Janie: Can we move on now?

Azisa: We would do a mediation pending some sort of literature. And then move on to the mediation and the grievance is an independent thing from what we are working on.

### **Group therapy**

Janie sent the names of those wanting to participate to the social worker. Called and emailed and haven't gotten a response. Will wait to hear back.

Debbra: So what are you expecting to get back from her? What is the objective of that specifically?

Janie: Now that she knows how many are involved, what the process will look like and how much it would cost.

Debbra: Basic proposal. So the plan I would assume is to vote on it after that?

Janie: yes

Debbra: I have a really weird misunderstanding of this. This originally came from when we were going to reach out for a moderator for a therapist for Bone and for Lily.

Janie: No it was never part of that.

Debbra: It was. It was where it came from. We were looking for an outside moderator for them specifically.

Janie: that got confused in someone else's way. That was never my intention. It was always a group effort. All of council should be involved and any member that felt specifically tangled in something would be helpful to have. Or someone professionally could come in. It's the same as team building. Using communication methods. They would provide those type of things. I know not everyone wanted to be involved with it. Which is fine. But I thought as an overall. They have a particular program. There is a specific way we can communicate and work on disagreements and mistrust of people.

Lily: I think it's an abuse of membership finances to do so. And I would really appreciate it if everyone in this room would stop making my family into one unit. It's the Freese-Posthuma family. Stop making it about my family vs loth. Stop focusing on our family.

Debbra: There are other options out there. I feel like we have only looked at that one option. If we are wanting a team building situation. Maybe look at that and not therapy. Is there a presentation for any of that?

Janie: That's why I gathered a lot of information and a lot of people wanted to participate.

Debbra: I know. Everyone on council but me.

Lily: And me.

Janie: organizations spend money on team building and training all the time. It was just one idea i had

Debbra: therapy is the problem

Janie: I just wanted to let you know where we were in the process, if you guys don't like it, you can chuck it. I just thought it would help work out some of our issues.

Azisa: Is there a team building program that's not family group counseling?

Janie You can put in a proposal for that.

### **Thanksgiving**

Alix: This is Hedwig and David's domain.

We have a volunteer to pay for a turkey. James Phister will do a turkey. Debbra volunteered for a turkey. Azisa is doing ham.

Scotty: can i suggest only Deviled eggs

Alix: Will coordinate food that's coming. Bring your own dishes. Paper plates, etc.

Debbra: We have one oven.

Janie: So you don't need any money?

Jill: We already voted on it last meeting.

Conney mentions that we agreed on moving the "grievance" up.

Janie said she tried to mention that before and it just got put back because of the WLG.

Lily: We clarified like five times. We voted on it. (This was never voted on.)

### **Spring Feast**

Azisa has been talking to Charlotte, and Aurora Morningstar. Aurora offered to sponsor the pig for cooking. Torcyr has the spit for the pig, but if someone had a grill that would be better. Charlotte is waiting to hear details from us. This will be somewhere around Opening Weekend.

### **40th anniversary**

Committee: Scotty, Lily, Conney,

Plans contest, new stickers, get older timers back. Time stamp 3:56:00

### **Grievances against Bones**

Aaron B Referenced Roberts Rule that we put a time limit on the meeting. 2 hours this meeting and we will continue at the next meeting if we go over.

Aaron B. motioned. Jill 2nd- 13 for/ Passed time stamp 3:59:33

Debbra: I am very organized and with no commentary we should get through this.

Debbra's talking points: ( see Docs) [Brief-Debbra](#)

Pollis Grievance: ( [see docs](#))

Other Statements and grievances ( see docs) [Jason Wadsworth greivance](#) [Katie Dolin's statement](#)[Aradias statement](#)

(Talking Points, Grievances and Petition results are now read aloud)



*Aaron B Are we going to let Bone respond to the grievances? time stamp 5:07:40*

*Debbra he has time for rebuttal, i am organized here*

*Aaron B but it does say here that a grievance*

*Debbra it's not a grievance, I've said that*

*(continues reading documents)*

*Time stamp 5:17:00*

*Debbra I will ask you a few yes or no questions do you agree to this?*

*Azisa Its hard Debbra cuz its all one big long run on sentence.*

*Bone what's are we talking about?*

*Azisa she wants to know if you'll participate in a back and forth yes and no questioning*

*Bone After all this slander. What's the point of this?*

*Janie Yea we don't even know what the questions are.*

*Debbra I motion for all of this, undiscernible.*

*Janie A lot of these things we should have had an advance and we haven't had an advance.*

*Debbra This is my talking points. YES or NO to the questions.*

*Conney all the statements were forwarded from individuals its uncertain*

*Azisa alright so the answer was yes*

*Bone answers yes to all the yes or no questions of the president's duties.*

*Debbra asks people to raise their hands that also perform those jobs. Conney and Lily raised their hands.*

*When asked if they were delegated or just picked it up Conney said she kept doing them even after she was not President anymore.*

*Debbra continues with her talking points.*

*Debbra passes out part of the petition results and requests everyone look at it*

*Debbra continues with her talking points*

*Debbra asks Bone if he will resign from council and sign a resolution to never be on council again.*

*Bone declines the option to resign and sign a resolution. He would like to do a rebuttal.*

*Time Stamp 5:26:20*

*Bone: First of all everything I have heard is slander. I have seen no proof. I have never been violent to anyone on this land. I have been threatened with violence.*

*Bone is interrupted*

*Janie: questions timing and people leaving.*

*Aaron B.: Well once there is no quorum then there is no quorum.*

*Bone: there is no point in me talking. Take your vote.*

*( many people tell him not to do that.)*

*Bone: The truth is not going out here. We have a dishonest lawyer over here that has filled your ears with conjecture and slander. She doesn't even know me.*

*Debbra: I did my own research.*

*Bone to Debbra: You've not taken anytime to get to know me either. The majority of the people that took accusations against me, don't know me. Am I being accused of being a criminal? Are you calling the police on me or what? Do I need to call my lawyer? This seems more like a criminal trial than an actual grievance.*

*Debbra interrupted, inaudible*

*Bone: I need to see proof and the council needs to see proof for all these accusations.*

*Torcyr: Well you took two votes that were in violation of law. That proves that you are unfit.*

*Bone: That has not been proven*

*Debbra: Bone is still in his rebuttal.*

*Bone: That person that all those witnesses described, I don't know that person. That is not me. And the people that do know me and that have taken the time to know me, know that is not me as well. And you haven't taken the time to know me. You are just being dishonest.*

*Lily: You're saying I never took the time to get to know you? You mean when you had meals at my home?*

*Bone: I was invited. And when it comes down to this vote are they all going to recuse themselves? According to our grievance policy.*

*Ranson: It's not a grievance.*

*Debbra: If they did put in a grievance then they have to recuse themselves, yes.*

*Bone: So Polli and Torcyr?*

*Torcyr: I did not have a grievance.*

*Azisa: does the grievance policy count if this is not a grievance that's happening? I thought this was a call for a contract?*

*Aaron B.: There are grievances included.*

*Chelsea M to Debbra: you created a petition. That's a conflict. You orchestrated the entire thing. That's a conflict.*

*Ranson: Aaron ( talking to Bone) can I ask you a question?*

*Bone: sure*

*Ranson: What positive outcome can possibly come at this point? That it's come to this right? What possible good can there be in the near future for Lothlorien if it remains like this.*

*Bone: Nothing. Nothing is good about it.*

*Ranson: Right. Right. So. What good can come out of this?*

*Lily: You're calling female stewards liars.*

*Bone: If you're not being honest, then you're not being honest. And if you don't have proof of your accusations....*

*Lily: We have proof.*

*Chelsea: What good is it if we have*

*Interrupted*

*Aradia: I would like anyone that heard what Bone said to me on April 21st 2021 to raise their hand about her steward contract. The point where she couldn't fulfill her steward contract because of all the medication she was on.*

*Bone: I said nothing about your medications. I had concerns about your health.*

*Lily: Your concerns about her health are none of your business. Are you in good health? Did the doctor tell you that you could die if you keep smoking? That's not our business.*

*(Someone states that we are losing focus)*

*Janie: This is supposed to be Bones time anyways.*

*There are several conversations going on at once.*

*Bone: I am giving Leslie my rebuttal*

*Leslie: So first of all, I love every single person in this room. I think that the poor of all of these things comes from misunderstanding each other. Lack of love. Lack of empathy and compassion. Self-wounds inside that people have a hard time feeling and dealing with themselves and then when there is conflict or you know differences of opinions or perspectives then everything goes sideways because people are navigating all these issues with carrying around their wounds and their baggage. Across the board. Every single one of us. That's what we do as human beings. How we treat others is a direct reflection of how we're treating ourselves inside. And my thing is, is when people feel hurt and wounded inside by somebody or by anybody that we feel rejected. We feel not loved. We feel, you know, that's one of the biggest things in the 27 years I have been in this community, that the downfall of the people 's relationships is well... if we don't immediately see eye to eye, if we are thinking things differently or coming from different perspectives. Then all of a sudden people's defense mechanisms kick in and it's all-out war. It's been a downfall of this council for a really long time. Not to say there aren't a lot of good things that happen. Obviously there are. But , you know, I would say that a lot of people's feelings and grievances stem from not really understanding where Bone comes from. And what I can say with 100% certainty is that he really comes from this place of wanting the land to come first. And when people take actions and maybe make some not so great actions or whatever, he's been living here feeling a lot of things, physically here, present, not 100% by himself but mostly by himself. When there's been.*

( interruption by lily) Lily just give me a break, I love you, I've loved you since you were four years old when I met you. I am just saying that when there is a problem and saying this person did all this stuff and you're kinda just doing it right back... it doesn't really solve anything. I would say that we all need to find a better way to deal with problems and keep everybody included and make it feel like a safe space to make a mistake then it can be forgiven and have our community support us through the healing that we need. Obviously a lot of people here need.

Bone: I gave it up to Leslie but I'm taking it back for a moment. For the record I have never intentionally tried to look in your guys windows for any reason. Why would I want to do that?

Lily: why would you put your Teepee on top of their house and so you can hear every conversation they have?

Bone: What?! I'm not allowed to defend myself against accusations?

Lily: why do you have to tell council conversations we have in our house if you are not listening.

Janie: It's about 8 o'clock. Jack is going to need to leave. There are several statements that need to be read. And the rebuttals have yet to have their time. We can adjourn or we can cram in 15 mins. People are leaving already. There was be back and forth.

Lily I've been holding my hand up here for a while.

Janie: I'm sorry I've seen your hand up the whole time, i get it, I was talking.

Lily Since before you were talking

Janie Yea I know because he is trying to continue his rebuttal but there's really not a chance for others to be heard that have statements here and that's supposed to be the grievance policy

Lily could you just call my name instead of arguing about why you're not. I have a motion as a Steward of this organization

Leslie speaks inaudibly

Lily interrupts

Lily Leslie could you please stop. Leslie, please

Janie ok Lily say what you have to say

Lily: Bone Daddy has done nothing but deflect blame and call everyone in the room a liar. It's not acceptable to not take any accountability. For any of the 47 people that have concerns online. Members in this room that have concerns. **I make a motion to vote for Bone Daddy's removal.**

Aaron B. : **I make a motion to adjourn**

**Torcyr 2nd Lily's motion**

**Josh 2<sup>nd</sup> Aaron B's Motion**

Azisa: ask if we can vote

Aaron B: We are not going to follow the grievance policy and listen to everyone's statements? I have a statement.

( many people say it's not a grievance. Again. )

Lily: makes her motion again.

Aaron B: I'm leaving If we are not going to follow the policy and listen to everybody's statements. I have a statement that I would like to make

Lily: It was not a grievance, it's a call for a contract

Aaron B: There were grievances read and I would like to respond to them. I'm a Steward and I would like to be heard before we make a vote

Lily I made a motion and it was seconded that we need to vote on. You made and decided to storm out

Bone: You're not allowing the grievance policy to be play out

Chelsea: You're pressuring people into voting in a time limit

Aaron B: And not letting everybody make their statement.

Azisa: There's two different motions, can we just vote on them both?

Polli: Lily is asking to finish the contract review and maybe do the grievances next time

Lily: I want to do contract review at this meeting.

Aaron B: There were still

Lily Interrupts

Lily: I made a motion and it was seconded

Aaron B: Then I'd like to

Lily interrupts

Lily: The grievances are separate, I don't understand

Aaron B: Then I have something I want to say then before we vote. You can all sit down if you'd like to.

Lily interrupts

Lily: I'm freezing

Aaron B: Well I made a motion to adjourn if you'd like to continue

Lily: No I wanna do what we promised the members we'd do

Aaron B: Me too

Azisa: Not to seem inflammatory, but is this like a whole thing?

Aaron B: I mean,

Chelsea: That's why it deserves the time

Aaron B: Chelsea will you please read this for me

Chelsea reads statement that includes insights from a privately hired lawyer regarding recent accusations against council from Aaron B.: ([document](#) attached)

Polli: Did I hear that you got a legal opinion?

Aaron B: Yes that is correct

Polli: What's the name of the attorney?

Aaron B: I wouldn't like to share that.

Polli: What?

Aaron B: I don't like to share that.

Polli: Oh ok. So we don't know if that attorney is in good standing or if they've ever been briefed.

Aaron B: That's correct, you don't know that.

Debra asked Aaron if these were his words and his statement.

Aaron: Those are my words and I quoted the lawyer to the best of my ability, I quoted it directly from the statement that the lawyer provided.

Azisa: Did the attorney do like a writeup for you?

Aaron B: Yeah, it did say that the information given was to me and not to the council as a whole

Azisa: If we requested to see these documents, would you do that?

Aaron B: I may be able to do that, there are a few things I would like to redact. Some more personal questions that I don't want public. I could maybe ask the lawyer how she felt about maybe writing up a new letter that could address the council.

Azisa: Fair enough

Azisa asks Bone if he feels satisfied in his rebuttal.

Bone says no.

Aaron says and for that reason I will abstain from voting on this matter. I don't believe we followed our grievance policy that everybody got to say what they have to say.

Janie: It's 8:15

Azisa mentions how it was asked to be put at the beginning of the agenda due to it being a contract review and not a grievance. However, it was put at the end anyway.

Aaron B: So the grievances are being used to support the contract review?

Jill: Right.

Bone: We see no proof of these accusations.

Conney: So people's statements about...okay. We didn't ask for this information. The other votes happened and people found out about that and people started sharing information that I find really sad and disturbing. I didn't ask for any of this on any level.

Bone: I read a lot of those things you handed me. And some of them are downright lies about me, Conney.

Polli: She didn't write them.

Conney: I didn't write them. These are what people had to say.

Lily: So all the members are liars

Azisa: Okay so there was a motion on the floor. What are we going to do about that?

Lily: There's been a motion for a while now.

Bone: You are not speaking for all of the members.

Conney: She didn't say she was, she just made a motion.

Lily: I'm making a motion.

Chelsea: So speaking of recusal

Aradia: Ill recuse myself

Lily: You think all the members are liars

Azisa: Are we calling for a vote or not?

Polli: this is a contract review and not a grievance?

Lily: Yes I am calling for the contract review

Polli: So the people that file grievances, do they have to recuse themselves?

Lily: somebody filed a grievance against me, and voted on it

Azisa: There is a motion on the floor. Are we doing it or not?

Janie: There are several things within that are the same thing.

(murmuring)

Lily: Tick Tock

Azisa: So there has been a motion on the floor and it has a 2nd. We are just leaving it hang?

Lily: Janie, are you willing to actually let us vote?

Janie: What are we voting on? Which portion of the grievance?

Torcyr: It's not a grievance. It's a contract review.

Azisa: Motion again.

**Lily: I motion to vote on whether or not Bone Daddy can keep his contract as a steward and removal of his office as president. A Permanent removal - Torcyr 2nds  
At this point the two hour time limit has passed.**

Lily: We have two motions and two 2nds so....

Azisa: for the same thing. So are we going to call it or no?

Janie: for the removal of steward and of an officer??

Debbra: ( reading from talking points ) " I motion for a full perm removal of Aaron campbell, aka Bone Daddy from any governing council within Elvin Home Lothlorien and stewardship. I also strongly encourage that Aaron Campbell not be allowed to be the first to approach new members as there has been a pattern. "

Leslie: so what I wanna know is how we were in middle of a grievance

Lily: It was not

Leslie: no it was though before you jumped in because we've run out of time and since we've run out of time, you want this to happen now.

Lily: I wanted to leave at the 2 hour mark and I'm still here

Leslie: well that's fine, but things are not settled

*Polli: yells (Can we vote? please)*

*Chelsea: If you are yelling at people to vote, what do you think?*

*Lily: We are a business, and we have business matters*

*Janie: that's two different things*

*Azisa: she motioned for the contract. We had a second already. We motioned it again. Over and over again. So we are voting on the contract. It is not a grievance! It is a motion on a contract. Can we please vote?*

*Janie: it still hasn't had all the conversation with it.*

*Chelsea: It was very unclear that it was a contract review wrapped up in the middle of all that*

*Lily: Can we all agree that the grievances can be handled next month and we can go ahead and go forward with this. Bone daddy has been on the table napping.*

*Leslie: inaudible*

*Lily: Leslie you are not a council member, it doesn't matter what you want.*

*Azisa: It's not a grievance. It's a contract review. Can we vote on the contract review, Janie*

*Azisa calls for a vote even though the time limit on the meeting has ended*

*Vote: 7 for*

*Debra reads Article IC 23-17-12-13 Removal by court order stating that there will be a court ordered removal of Bone Daddy*

*Bone: so you're gonna drag this whole council into a court? You can't do that without a council vote*

*Debra: This is the fucking law guys. This is not negotiable.*

*Jill: We didn't have quorum.*

*Lily: We have 16. We still have quorum. Our chair is refusing. What do we do when our chair won't do her job guys?*

*Janie: This was after the 2 hours that was voted on.*

*Original minutes written by Debra Lee*

*Revised by Meeting Minutes Committee with suggestions from board*

*Unanimously approved at March meeting*