OA/OSS Board Minutes  
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2005-2012

**Emergency Board Meeting Minutes**

**Meeting to Discuss Disciplinary Action toward Board Members**

**March 7, 2012 at 7:00 pm – 9:00 pm**

Parkade Plaza, Columbia, MO

Meeting was called to order: Tom Chapin (President/Chair at 7:05 PM)

Type of Meeting: Disciplinary, closed meeting

Chair: Tom Chapin

Notetaker (then Secretary): Victoria Chance (Taz)

Attendees:

In Person: Kristy Rupkey, Ed Rupkey, Tom Chapin, Johanna Givens,

Steven Galbreath, and Victoria Chance.

Via Speaker Phone: Pet, Rachel, Catherine, Brandon

Absent: John Becker

I. Discover Information and Discussion with the Lawyer (30 Minutes)

a. Johanna was made Treasurer at the board meeting of February 5, 2012.

At that time she began an audit of the books at the request of Tom.

This audit included several years of documentation, financial records

etc. During this audit, it was found that there were over 12,238.50

dollars in withdrawals that were unaccounted for. Some of these

withdrawals were taken directly from the Capri Casino Riverboat. During

this discussion, each board member, including Ed and Kristy were given

a copy of the proposed motions, a copy of Kristy’s Unauthorized Usages

and withdrawals, (including several overdraft fees) copies of the

expenses and general ledgers for 2010 and 2011.

Kristy agreed that most of these were hers and that she did not realize

the extent of the problem. She had always intended to pay back the money,

but just never got around to it. She also said that she had some

documentation for some of the withdrawals and would give that information

to Johanna by Friday. Johanna will go through that documentation and

update the board if there is a change in the amount owed to Ozark Avalon

by Kristy Rupkey.

b. There was discussion of Ed Rupkey’s part in the fiscal irresponsibility.

(See Tom’s handout for details. Though he was not currently suspected of

complicity in embezzled funds, he did receive benefit from the by

participating in the gambling and the food vouchers. It was also discussed

that he “breached his Fiduciary Responsibility", by not telling the board

that he knew that Rose Wise owned the trailers that the rent was being

collected on, that he participated in repairs and replacement of equipment

in said trailers at the expense of OA. In doing this, not only did Ed

divert OA nonprofit funds to a private person, enabling them to illegally

create a for profit business (landlord) on the land of a nonprofit, but in

doing so he also concealed the illegal nature of what was happening. He

had told Tom repeatedly that if OA dies, he, Kristy and Rose can pay off

Cat’s mortgage and live their lives on the land, he placed their personal

financial interests above those of the church, and he actively went with

Rose Wise to a lawyer six months ago (right after Rose’s return from her

ban to OA), for the express purpose of filing a lawsuit against the church.

Ed said that he could not argue with some of the points, but would like to

state that he did not know or understand the laws/rules around the trailers,

rent etc. And was doing repairs to the trailers based on the orders of the

then Administrator and HPS Rose Wise and feels that he should not be held at

fault for this mistake.

c. With this information, Tom and Johanna met with a lawyer to discuss what

the legal ramifications for the actions listed above to the church would

be. At that meeting the lawyer said that the person with the withdrawals

must have disciplinary action taken against them, and that if they could

not repay the money within 30 days that the issue should be turned over

to the prosecuting attorney’s office. It was also mentioned that the

second person involved would have to also have disciplinary action.

(See attached notes from Johanna from the meeting with the lawyer. Also,

see notes provided by Tom on the second party and their responsibility.)

It was discussed at length that the reason the bard was approaching these

issues in this way was that the status of the church was at risk. That each

board member (at the time of the actions), because the church is not bonded

or insured is liable and that the board had to show due diligence in

resolving the issue to be safe.

d. Discussion was had about the church losing its status as a 501 C3 and

church standing if these steps were not taken care of.

e. Discussion was also had, that there was an email sent from Kristy about the

withdrawals, in which she requested that the matter not be told to her

husband and that she would try to pay it back.

Conclusions:

a. It was decided that action needed to be taken to protect the church and its

members from the loss, fiscal irresponsibility and unethical/criminal

actions taken by Kristy Rupkey as treasurer, as board member, as clergy

and as an Oak Spirit.

b. Tom, with the help of the lawyer, drew up some motions to present to the

board to address the issues discussed.

II. Motions and Disciplinary Action

Kristy and Ed Rupkey were not allowed to vote on the motions for

disciplinary action since they were the members actively involved in the

actions. They however where present and were given the opportunity to

defend themselves.

(1.5 hours)

a. Kristy Rupkey to be removed from the board of directors permanently ban

to also be permanently barred from any position of power, authority,

handling of monies including but not limited to egg sales, camping monies

or registration fees, etc. or representing Ozark Avalon now or in the

future.

Tom put forth the motion. Johanna 2nd the motion.

Motion PASSED unanimously.

b. Kristy Rupkey gave her verbal resignation as a clergy member. This was a

change from the original motion to remove her clergy status.

Tom put forth the motion to accept and vote on the motion as changed.

Uthyr 2nd the change and the motion to vote.

Motion PASSED unanimously.

c. Kristy Rupkey to be banned from Ozark Avalon for a year and a day as well

as removed from all lists for a year and a day. Her return and removal

of her ban will be contingent upon her completion of a gambling addiction

counseling program which she will be required to provide proof of as well

as her being in good standing which means she fully paid back within 30

days her complete obligation to Ozark Avalon for all profits incurred and

the attorney’s fees that Ozark Avalon incurred by her actions.

Uthyr requested that a provision be added that said her compliance with

the ban could also include satisfactory arrangements having been made to

pay back the money through the court.

It was also mentioned that since Kristy lives on the land, that she should

be banned only from Ozark Avalon events and would have access to the land,

the drive way and her storage shed.

Tom moved to accept the motion with the mentioned changes and to vote on

the motion with the changes in place. Pet 2nd the motion.

Motion PASSED unanimously.

d. Kristy Rupkey has 48 hours (changed from 24) to return any and all Ozark

Avalon Organizational property including, but not limited to keys,

electronic documents, electronic storage devices, receipt books, paper

documents, books, copies of 99 year contracts and anything and everything

in her possession that would be used for the management of Ozark Avalon.

If she does not comply, Ozark Avalon will be forced to have the authorities

accompany them in returning back their property.

Kristy requested an additional 24 hours because of her work schedule.

Tom motioned to accept the changes and vote on the motion as it stands

with 48 hours. Uthyr 2nd the motion.

Motion PASSED unanimously.

e. Kristy must write a letter of admittance, explanation, and apology to the

community for her actions. This letter must be approved by the board as a

whole prior to its release.

Tom put the motion forward. Johanna 2nd the motion.

Motion PASSED unanimously.

f. Upon the advisement of its’ attorney, Ozark Avalon gives Kristy Rupkey 30

days to pay back in its entirety the total amount outlined in the

spreadsheet “Kristy Rupkey Unauthorized Usage” or they will turn all

evidence over to the authorities and cooperate fully with the case. If this

has to be done, Kristy Rupkey waives her removal of her ban.

Uthyr moved that the last sentence “If this has to be done, Kristy Rupkey

waives her removal of her ban.” be removed from this motion because it

had been addressed in a prior motion and had been decided that if she made

satisfactory arrangements for payback with the court, she could get her ban

removed. Johanna seconded the change.

Motion PASSED unanimously.

Tom motioned to vote on the full motion with the removal of the last

sentence. Johanna 2nd the motion.

Motion PASSED unanimously.

g. Nominate Johanna Givens as acting Secretary until she can train a

successor.

Johanna put forth a motion to change the motion to “Nominate Taz, as

Secretary of the Board.” Tom 2nd the motion.

Motion PASSED unanimously.

Tom called for vote on the amended motion of “Nominate Taz as Secretary

of the Board.” Johanna 2nd the motion.

Motion PASSED unanimously.

h. Ed Rupkey to be given opportunity to resign from the board of directors

permanently and to also to permanently resign from any position of power,

authority, handling of monies including, but not limited to egg sales,

camping monies, registration fees etc., or representing Ozark Avalon now

or in the future. If he does not willingly resign, then the action must

be forcibly enforced.

Ed Rupkey willingly resigned his position from the board of directors and

all associated duties.

Tom moved to accept Ed’s resignation, Johanna 2nd the motion.

Motion PASSED unanimously.

i. Ed Rupkey to have his clergy status removed for a minimum of a year and

a day with the condition that it is reinstated only after the year and a

day, all obligations are met and he completes a clergy ethics training

from Board approved clergy members.

It was mentioned that this does NOT mean that Ed Rupkey was banned and

barred from OA and that he was welcome to come and go as he pleased at

any and all OA events.

Ed Rupkey pre-empted this motion by voluntarily resigning from the board.

Tom motioned to accept Ed’s resignation from the board. Uthyr 2nd the

motion.

Motion PASSED unanimously.

j. Ed Rupkey must return all Ozark Avalon property including, but not limited

to: keys, documents, tools, monies, etc.

Catherine wanted it know that only Ed or someone Ed trusted would be

allowed to drive the blue truck that she is storing on the property.

Catherine wanted to know if it was still o.k. for her truck to be stored

on the property. The board agreed that this was acceptable.

Ed wanted to know if the board would accept his word on which tools

belonged to Ozark Avalon, and which tools belonged to him. The board

agreed that they would accept his judgment.

Uthyr pointed out that the board was not questioning his honor, but that

we were given no choice but to act based on the circumstances and our

lawyer’s advice.

Tom motioned to put forth the motions with the understandings of the

discussion. Johanna 2nd the motion.

Motion PASSED unanimously.

k. Nominate Mark Brown to the board as Site Manager to replace Ed Rupkey’s

position. Mark would have the ability to delegate out some

responsibilities as long as they are cleared and approved by the

President of Board as a whole.

Rachel has some concerns about his proximity to the land and his

management abilities. But said that she would go with the rest of the

board in their decision.

Brandon suggested that the board separate the motion into two different

motions. One for the board and one for “interim” Site Manager” until such

time as the board has defined the position and its responsibilities, and

based on his performance. The board could then come back and vote him in

as Site Manager for the remainder of his term, if he followed through.

There was some discussion about Mark having too many irons in the fire at

the moment. With the addition of Site Manager he should be urged to allow

other members of the board to fulfill their duties and back out of some of

the hats that he has picked up.

Tom motioned that we nominate Mark for the board. Johanna 2nd the motion.

Motion PASSED unanimously (including Ed who was allowed to vote for the

last time as a board member).

Tom motioned for Mark to become the interim Site Manager. Uthyr 2nd.

Motion PASSED unanimously.

III. Other Discussion

The board agreed that the locks on the office will be changed.

IV. Motion to Adjourn

Uthyr 9:07 PM motioned to adjourn. Brandon 2nd the motion.

Motionb PASSED unanimously.

**Ozark Avalon Board of Directors Meeting**

**07/22/2012**

Attending:

Board members: Tom, Mark, Uthyr, Johanna, Taz, Pet

Observers: Frank, Danny, Kerry, Dan R., Shalaine, Debb, Larry Brown, Mac

I: Board Member Application:

The board discussed the new board member application. The Oak Spirits and

Oak Folks present felt that this was a good idea. The application will be

filled out by the sitting board to keep on file and will be used to vet

MOTION: Accept the Board Member Application as edited. Uthyr moved,

Johanna 2nd.

Motion PASSED unanimously.

II: Board Member Position Descriptions:

The board member position descriptions were presented and discussed

with input from Oak Spirits and Oak Folks. It was requested we add to

the Bylaws, and was agreed to add a reference to them there.

Motion: Accept the Board Member Position Descriptions and reference in

Bylaws. Johanna moved, Pet 2nd.

Motion PASSED unanimously.

III: Board Nominations:

Taking any other board nominations from the Oak Spirits and the Board.

We currently have Frank Griggs, Paul Miller, Larry Brown, Joe McLees,

and Mac McLees. One nominee will be voted onto the Board at Harvest.

IV: Policy Proposals:

Equipment Policy:

A discussion was had for the proposed new equipment policy. A waiver

for each user would be kept. Some discussion of waivers and legality

in a court of law.

MOTION: Accept Equipment policy. Uthyr moved, Johanna 2nd.

Motion PASSED unanimously.

- New Disciplinary Policy

- Rules and Regulations

- Camping proposal

Due to the time spent on the previous agenda items, and because there

was not enough time to review these policies prior to the meeting, it

was requested that the above policy items be reviewed online and voted

on during harvest.

MOTION: Table for now and vote on above policies at Harvest.

Taz moved, Pet 2nd.

Motion PASSED unanimously.

V: Committee Proposals;

Johanna proposed two new committees:

Fund Raising Committee,

Event Outreach Committee.

The board discussed both proposals.

MOTION: Create Event Outreach Committee with Pet as chair and Kerry,

an Oak Folk, on it. Uthyr moved, Mark 2nd.

Motion PASSED unanimously.

Pet brought up that all outside rentals should have at least one board member

present. Should be in outside rental contract that OA Board Members must be

allowed to attend outside rental events.

MOTION: Create Fund Raising Committee. Uthyr moved, Mark 2nd.

Motion PASSED unanimously.

VII: New Business:

Financials:

OA’s booth at Garlic Fest donated $35.00 to Nikki’s Hope, and Oak Scouts

donated $70, presented by Natalie.

There is currently $55.00 in the petty cash box.

There is currently $1100.00 in the bank.

It was noted that cleanliness at the Retreat Center is very important

both during festivals and at all other times.

Uthyr brought up that the landowners would like to meet with the

board to discuss winter plowing and road maintenance.

MOTION; Hold periodic open discussions prior to the board meetings

so that all topics can be discussed and formalized before board vote.

Taz moved, Mark 2nd.

Motion PASSED unanimously.

**Ozark Avalon**

**Board of Director’s Meeting Minutes**

**June 24, 2012**

Attending:

(in person) Steven Galbreath, Tom Chapin, Johanna Givens, Victoria Chance

(by phone) Rachel Brown and Mark Brown

(via email) Pet (Matthew Gard) and Catherine Carpenter

10 Oak Spirits and community members also attended.

I: Exercise in Team Building and Best Practices Workshop:

Johanna had the group do a team building exercise for the first few minutes.

Johanna also attended a Board Members Best Practices workshop, which she

discussed and promised to discuss more over coming months.

II: Reelection of sitting board members:

All board members whose terms were expiring were asked to respond to he

board whether they wished to be renominated.

Pet:

Pet requested reconsideration and cast an emailed vote to approve any and

all current members that wish to remain on the board of directors. Pet and

his good qualities were discussed.

MOTION: Accept Pet's nomination and re-elect him. Tom motioned, Johanna 2nd.

Motion PASSED unanimously.

Cat:

Cat stated that she was unable to participate actively but wished to remain

on lists to keep track of what was happening.

MOTION: Cat will have auditor status on the board list, but not remain a

voting member. Johanna moved, Tom 2nd.

Motion PASSED unanimously.

Rachel:

Rachel stated she would be unable to return to Missouri as planned and so

would not be able to participate fully and in person. She would like to

remain on the board unless the board could replace her with a local

candidate. Her service was priased, and if she were not re-elected she

would be welcomed to reapply after she returns.

MOTION: Renominate and reelect Rachel. Johanna move, Tom 2nd.

Aye: Pet

Nay: Johanna, Uthyr, Taz

Abstain: Tom, Cat

Motion FAILED, Rachel not reelected.

John:

John did not respond to the email request and did not attend the meeting.

It was determined that along with his lack of reply to the email request

for confirmation, he has not been an active part of the community for

several years and the congregation would like more active board members.

MOTION: Renominate and reelect John

Motion FAILED unanimously, not reelected.

Brandon:

Brandon responded by email that he loves OA but at this time cannot devote

the time that is needed, so he declines renomination. If this changes in the

MOTION: Accept Brandon's declining renomination.

Motion PASSED unanimously.

Tom:

Tom requests renomination to the board and to serve as president again.

Discussion: One Oak Spirit expressed concern for Tom as president, stating

that he had been tarnished by conflicts. Another Oak Spirit responded that

anyone in that position would have been a target. There was open discussion

of the need for and continued growth in the area of transparency.

MOTION: Renominate Tom to the board and as President. Rachel moved,

Johanna 2nd.

Notion PASSED unanimously

At this point, all of the current (voted in and sitting board members)

introduced themselves and gave a brief description of their skills.

II: Rules

A. Possible new rules to explain and amplify Natural Laws (See Attachment)

B. Whom to call if issues arise – It was decided that we should

have a list of board members with their names, a brief bio and contact

information posted in the dining room so that all members would know

whom to contact. It was also discussed to keep a mailing list for those

people that did not have access to information, so that the information

could be mailed to them.

C. Formalize disciplinary policy – It was agreed that we would

post the current ideas and would allow the Oak Spirits to comment on

them before a vote would be taken at Harvest Homecoming.

MOTION: Post current proposal, allow comment, vote at Harvest.

Taz motioned, Uthyr seconded.

Motion PASSED unanimously.

III: Financial

A. Need for gravel and road maintenance – The option was put out that we might be able to sell the van and/or truck to help buy gravel for the road. The issue will be readdressed later.

B. Insurance Spoke to Kasmen Insurance:

2007 was last last time we were insured for liability because it was

allowed to lapse (insurance on the land). He said that the last time

we spoke to him was in 2010. We are currently speaking to a different

insurance agency. They told us that there were MANY repairs that needed

to be made including: Wood Burning stove replaced and installed by a

known company with an inspection plate. All broken or cracked windows

need to be replaced, lagoon up to standard, siding needs to be fixed,

(get notes from Johanna).

C. New Potties:

We commented that the Potty committee was currently do research to

see if it was feasible to create new toilets attached to the house to

help alleviate the Lagoon. Because we are a non-profit and due to our

low volume, there are no regulations for us to follow.

D. Dryer replacement:

We will be looking into this on Craig’s list for possible replacement by fall.

E. New process for financial distribution:

We voted to change our fiscal reporting year from August to July so

that during the annual meetings, the Oak Spirits would have a better

understanding of where the church is standing financially.

IV: Update on legal issues:

We discussed that we are still in contact with our lawyers

about financial issues that have been turned over to the prosecuting

attorney’s office. We discussed some of the 501c3 status rule for other

“for profit” venues on the property. Also discussed the ownership

of the Square Cave and the brown trailer.

V: Clergy committee/clergy program:

A. Recognition of "Full Active Clergy".

MOTION: Recognize Steven Galbreath, Victoria Chance, and Mac McLees as

full clergy. Johanna motioned, Tom seconded.

Motion PASSED unanimously.

B. Creation of the Clergy Committee:

MOTION: Clergy Committee is created, Tom, Johanna, and Taz will begin the

process and will then include Mac and Uthyr.

Motion PASSED unanimously.

VI: Board Member Nominations:

Nominations are to be taken from Oak Spirits for a Board Position to be

considered by the board and voted on at Harvest. We had two nominations for

the board at the meeting (Frank Griggs nominated himself and Johanna nominated

Mac Mclees). These nominees and others later nominated by Oak Spirits will

fill out an application form accepting their nomination and discussing their

qualifications which will be presented to the Board and to the Oak Spirits.

VII. Proposals:

Proposals to the board will be published to the lists and brought up for vote

at Harvest Homecoming.

Proposals currently include:

- expansion of "Oak Spirits" to include Oak Guardians and Land Stewards

- campsite rentals

- pavilion/s (if proposal made)

**Ozark Avalon Board Meeting**

**April 16, 2011**

Tom called to order at 1:45pm

Attending were Board members, Tom, Orpon, Sorsha, Bob, and Brandon.

Other persons attending were Cavie, Frank, Lou, Cherie, Anna, Christine, Rachel, and Shane.

Proposals

Frank presented several ideas to help raise money for OA special projects and land improvement. Copies are attached to original minutes on file in the church office.

Frank’s plans to buy and sell books to praise money for OA was discussed. Everyone in agreement that Frank should buy and sell books as an individual vendor and then make donations to OA to keep records easy for all.

Frank submitted plans for new signage for the land, including plans for building signs and the fact that funds would come from fund raisers only, and not from OA funds. In the future OA needs to set up a separate account on the bookkeeping records for land donations only.

Trailblazing – refurbish all trails on the land with mulch and additional benches, etc to make them more accessible for everyone. Will use up any spare lumber and mulch to do this and funds raised from Silent Auctions and book sale donations

Ritual pavilion – “long term goal” for late fall or next year. Orpon suggested recycled grain bins to use for the main structure. They are fire resistant and will not burn from campfires, or will not decompose easily. Location will be a topic of future discussion. Maybe the old “loafing shed” area, maybe between frog bog and the house.

It was noted that before any board action should be taken that the entire community be advised of the major proposals and their long term impact on the land and church.

Vendor/Workshop Row

Discussion continued regarding creating a “vendor/workshop row”. Orpon reminded all that the area beyond frog bog cannot be developed with permanent structures because of the Land Use plan on file. Many good points were made both for and against permanent structures and locations. No decisions were made. Further discussion and research will be needed before any vote or decisions are made.

Ozark Village Update

The last item on the agenda involves updating the list of persons who have either paid for or are paying for their Ozark village lot(s), and to begin the process of enforcing the collection of annual assessment fees by those who still want to maintain their place. The available lots also need to be staked out and marked so that they are easy to locate for a potential village member. These items will be addressed in the immediate future.

Motions and Decisions

Bob proposed that a committee be set up and chaired by Frank as an exploratory committee, to research all of these ideas that involve land use changes and present a report and documentation to the general community at the annual Church meeting at Harvest. In the interim Frank will report periodically to the Executive Board members.

Proposals for fund raising, trailblazing, and village records retrieval can be started now, and do not need not wait until Harvest for a church vote.

Brandon seconded the motion.

Motion was passed unanimously.

Other Business

Jan Cohen would like an easement to access her land for the purpose of selling off a section of her undeveloped property. The Land use agreement already provides for access to any property owner from the main road. For Jan there are several already built up access points to the undeveloped property. OA needs to provide a copy of the paperwork documenting the existing permanent easement through Lot 14. Orpon pointed out that Jan already has this information and copies of it in her land documents.

Bob requested that the Board give him an easement to allow him to continue to use the corner of the OA property by the current chicken house to allow him to have a circle drive. Brandon made the motion that we research the possibility of giving that easement to Bob. After some discussion the motion was dropped.

Bob announced that he plans to resign from the Board of Directors on June 1, 2011, along with his membership as an Ozark Avalon Clergy. After this announcement, Bob excused himself from the meeting.

Concerns were expressed about the upcoming return of the former high priestess, and what conditions will be required to allow her to return to the community. The executive committee will meet and formulate a plan for her return on a probationary basis, as is customary in such situations.

There being no further business, Tom proposed that the meeting be adjourned. The motion was seconded by Sorsha, and followed by unanimous vote.

The meeting was adjourned at 3:45pm

Respectfully submitted by: Sorsha on May 1, 2011

Approved and posted by:

**Ozark Avalon Annual Church Meeting**

**2010-09-05**

Tom called the meeting to order at 7:00 pm.

The attendance sheet was signed by 27 attendees.

Tom welcomed the attendees to the 2010 Harvest Festival. He noted that Rose

has retired and now the Board has to step up and do what Rose has done for

years.

The Board was introduced, and Oak Spirits recognized.

New Oak Spirit certificates were presented to Johanna Givens, John Bush,

Alanna, and Dawson, with Steve O'Dell's to be presennted later.

During the time of transition, Board meetings will be held every Open Full

Moon. Board meetings are always open to everyone.

Ozark Avalon is moving toward inclusiveness. All are asked to help in any way

they can, and none should feel unwelcome, even if they did previously.

There have been many renovations in the last year, including a kitchen floor,

sink, dishwasher, a new cargo van. The church office is now back on OA

property, with a new computer. There is new gravel all the way back to

Red Bud Circle.

We need supplies and carpenters to update and rehabilitate Frog Bog.

The Green Burial cemetery os on hold for now. Will continue to research

for a future Board meeting.

There will be a much greater emphasis on having people camp. New, much lower

prices: $10 per night for one to five people and $2 per night for each person

beyond that. No Oak Spirit discount for camping since prices are so low now.

We are also looking for more outside rentals. The whole campsite is available

for a $500 minimum or $5 per person per night (two night minimum), whichever

is greater. We would like to make our Pagan events cheaper by deriving income

from other groups.

Tom reviewed the "simple" financial spreadsheet for 2009. There was a net

loss of $873.09, which is not bad considering the new vehicle and newly

renovated kitchen and bathroom.

Crystal thanked all presenters and performers for their skills and shared

talents.

Johanna Givens and Paul discussed the community garden for next spring, and a

sweat lodge was also discussed.

The meeting was then called to a close.

**Ozark Avalon Board Meeting**

**2010-07-25**

Tom called to order at 12:33pm.

Board members attending: Tom, Crystal, Sorsha, Orpon, Bob, Uthyr

Also attending: Amy, Jay(?), Fawn, Cheri, Lou, George

Natural Laws, need to update:

- Change reference to no-longer-existing "loafing shed"

- Change wording to firearms reference

- Fire rings to "fire rings and designated areas"

Event participation:

Eco Avenue 2010: Received $1200 to cordinate area.

Composed of persons and businesses promoting and teaching about

environmental issues.

Eco Avenue 2011: agreed to do it again, need minimum of 4 volunteers

Sustainable Living Fair: good networking with environmental groups

OA info booth: Fee $10, must be there by 9am

Uthyr will do workshop on Spirituality abd Sustainability

maybe part of Oa or separately

Eco Art Fair, Cooper's Landing, 9/18 - 9/19

Eco-friendly rentals

Pagan Pride - 9/19

OA co-sponsor, contribute $100/year

- gets booth (used to be food booth)

- participate in ritual, setup, cleanup, speakers, meetings

- Uthyr current site coordinator

- planning mtgs: 3rd Tues 7pm, Italian Village, then weekly

- need more interfaith involvement

Mission: Are we focusing too hard to promote "paganism" as opposed to

promoting church as organization to raise money to care for land? Promote

camping, advertising....

Retreat Center: should we put A/C in bedrooms?

MOTION: 2 new air conditioning units, by Bob, 2nd Sorsha.

MOTION PASSED unanimously.

Natural Laws voting:

MOTION: fires "in designated areas" PASS unanimous

MOTION: "All vehicles must remain on the road unless otherwise authorized by

an OA Board member. 4-wheel drive vehicles do not constitute an exception."

PASS unanimous

MOTION: Sound generating... "ask an OA Board member"

PASS unanimous

MOTION: Post OA Board members, titles, and phone numbers

PASS unanimous

MOTION: All dogs....

TABLED for further discussion

MOTION: Firearms...

TABLED for further discussion, Bob will research laws for next meeting

Earth Day 2011:

Crystal contact, same fee, Orpon coordinate signage and setup, Fawn provide

relief help. Unanimous agreement.

Sustainability Living Fair 2010, Sep 26, Columbia College Commons

Approved 2 tables indoors $20

Cooper's Landing Eco Art Fest, 9/18-9/19

$25/booth, prior attendance 1,000+, but same date as Pagan Pride

morivcc.org Orpon/Sorsha handle, get info to Crystal

Pagan Pride:

OA still sponsor 2010 $100

University outreach: needs 5 students and faculty sponsor

Harvest Fest:

Need ideas for speakers, workshops, entertainment.

Workshop on post-life burial options, Bob will present.

Speakers: Chasing Rainbows, Tish Owens

Crystal will contact River Higginbotham

Crystal: events

Orpon: facilities

Sorsha: kitchen

Work exchange: $10/hr, must be worked prior to event

Green Burial: Bob update on status

Option 1: strictly church cemetery, area Diana is grandfather as cemetery

Not fundraising, need mark and record plots, cannot sell in church.

Option 2: Hybrid, start as church cemetery, then convert to green cemetery

Option 3: Green Cemetery: survey required, tagging and marking system,

record keeping system requires access by public, maintenance required,

extend road, not provide interment process but service, we sell actual

plot itself.

Issue TABLED for further research and discussion.

Crystal would like to visit Circle Sanctuary to see process.

Interfuse issue:

The Cooper County Sheriff was notified of possible predatory behavior at

Interfuse 2010. Accusations being investigated. Person no longer able to

attend MWB events. If convicted, will have to be banned from OA as well.

An email was received expressing dissatisfaction at decisions made when person

was not able to attend.

Rose sent letter to the OA Board requesting that it be posted on the list for

all Oak Spirits so that her opinion could be expressed.

Orpon stated that he does not want to have the title of High Priest of OA. He

prefers to be knows as a Priest of Avalon, along with Uthyr, Pet, and Sage.

Meeting adjourned at 4:35pm.

**Ozark Avalon Board Meeting**

**2010-10-24**

Tom called meeting to order at 12:30pm.

Board members attending: Tom, Sortia, Orpon, Bob, Pet

Also attending: Shane, Paul

Uthyr resignation:

MOTION to accept resignation with regrets by Sortia, seconded by Pet.

PASSED UNANIMOUSLY

Bylaws Changes:

Remove High Priestess position and all veto powers, "members",

Open Full Moon "Wiccan Tradition"

Question: Not clear about "members".

OA structure originally setup without "members", then added to allow

non-oak spirits to buy plots in green cemetery. Green cemetery on

permanent hold, so "members" issue moot.

Also: Change minimum number of annual board meetings back to four from two.

MOTION to accept bylaws changes, by Pet, second by Orpon.

MOTION PASSED unanimously

Neighborhood Association:

OA has only one vote (Jan, Bob, John&Cat, Larry, OA), each responsible

for 1/7 except OA 3/10 of expenses for well, road, lake.

Bob notes need to get road repaired and more gravel before winter.

Duly noted by Board

Goals discussion:

Short term:

- Jack already established permanent location(?).

- Need contact reenactment groups for possible rentals.

- Midwest Burners: Hullabaloo and Orphanarium still at OA

Interfuse: will know soon.

Long term:

- Susan: grants for federal monies to support land management pending

until all financial records and legal aspects are organized and

complete.

- Pavillion and sound stage and possibly kitchen or a new hall--may

need to amend Land Use Plan. Keep in mind that it should be given

to community meeting for decision instead of Board only.

- Root/storm cellar: need to open and see what shape is in.

- Recaulk and repaint whole house.

- Paul suggested horses, research cost of upkeep.

- Community garden, poultry

Community:

Everyone on land has opportunity to approve or disapprove anyone new

moving in.

Rose readmission:

(Bob exited meeting for this topic.)

Sortia stated that Board will need to agree on Rose's terms for

re-admission and make sure that we treat all the same. We need to establish

clear list of requirements.

Orpon brought up former church menber who has requested permission to

return to land to camp. Will research and decide.

Much discussion regarding recently banned member, ban stands.

Sustainability:

Tom asked Board members to think about how to make Oa sustainable. What

would we do if electricity was out for an extended period.

Forest Deep:

Pet to head up restoration of Forest Deep trail and bridge.

Motion to adjourn by Bob, second by Pet. Passed unanimously.

Meeting ended 2:22pm.

**Ozark Avalon Board Meeting**

**2010-08-15**

Tom called the meeting to order at 12:47pm.

Board members attending: Tom, Crystal, Sorsha, Orpon, Bob, Brandon, Pet, Uthyr

Also attending: Taz, Amy, Mike, Tonya, Fawn, Johanna

Agenda: prices, events

Orphanarium next weekend. Asked for help to get grounds ready. Frog Bog

needs work. Orpon to debug, Amy will clean this week.

08/28: KC PaganPride weekend before Harvest, will donate $25.

09/19: GGG - Crystal will go Fri pm to Sun am.

09/19: PPD Col - Orpon/Sortia setup and monitor.

09/24: Hullabaloo - Orpon/Sortia

10/23: TGG cancelled - Art show replaced.

2011: Pagan Picnic - OA will have info booth

Need to have lawyer review site rental contract to include language so renters

assume full liability for members.

Repairs needed on ceiling in Retreat Center dining room and Cedar Room floor.

Replace door in Cedar Room. Keep downstairs room and room above for overnight

sleeping.

Prices:

Camping:

$10/adult/night for 1 to 5 persons, $2/night for more, 15 maximum

(age 16 or older are adults, under 16 are free)

$15/person bunk-style sleeping indoors

Event: (exclusive use of campground, need event insurance)

$500 minimum

$5/person/night, 2 night minimum

get use of entire campground but not retreat center

retreat center: $25(?) common area, $15/night bunk sleeping,

kitchen not unless OakSpirit and permission

need proof of event insurance

Day Events (weddings, wiccanings, handfastings, etc)

free for Oak Spirits, $5/person/non-OAKSpirits

MOTION to accept new pricing structure, by Crystal, 2nd by Brandon

MOTION PASSED unanimously

Samhain: $20/person, Luna Espiral will help, and main ritual

No portal will be opened, will honor ancestors.

Harvest:

$50 advance/ $60 gate/ $20 kids 14-20

Guest speaker: Alfred Willowhawk & Willow, 2 workshops (1 Alfred/2 Willow)

Ronda: tie dye

All: wickerman

Sage: Afterlife or postlife

Pet: grounding and centering for beginners

Doug: Greek pantheon

Sage/Uthyr: guided meditation/shamanic journey

Alex: gemstone magic, chakra aligning

Taz: house blessing ritual/workshop

Uthyr: Astrology, town cryer

Pet: hiking tours, coordinate wicker man

Tom: drum workshops

Johanna: kids (and Fawn: cinnamon stick pentacles)

opening ritual thurs eve, closing mon morning

community service 2 hrs each, Orpon coordinate

work credit $10/hr credit

kitchen: Sorsha, Fawn, Pet

full and partial comped and work exchange lists discussed.

Oak Spirit elist:

Much activity, many folks need healing old wounds, Heart Circle Sunday

Board:

Uthyr asked add Taz to Board, tabled for present. Discussion of Rachel.

Board meetings need revised from 2/yr to at least quarterly.

Annual Church Meeting - Sunday September 5, 2010 - day pass $10

Upcoming expenses:

Orpon: brush hog broken gear box, new costs $500-$800, look for sale

and pool needs replaced, tabled for now. Will bring info next meeting.

Discussion of rumors: running off people, not doing anything.

EcoArtFest: Pet will go and represent OA.

Selena Fox reminder to Crystal about green burial committment, tabled.

ByLaws update:

Uthyr asked about updating. Per attorney, we need to clean up, urgency

essential. Tom will convene online meeting to update bylaws.

Adjourned 4:41 pm.

**Summary of Board Meeting March 3, 2007**

The meeting was called to order immediately following Full Moon Circle.

In attendance- Rose, John, Cat, Orpon, Sorsha, and Brandon.

Agenda:

Resignation of Mac from the Board of Directors

Emergency and Trial Housing Rental Rates & Community Service Requirements

Magickal Hibernation 2008 Planning

Gravel Fund

Home for Smokey

Child Care for Interfuse Event

Resignation of Mac From the Board of Directors

During Mac’s last phone conversation with Orpon immediately following Magickal Hibernation, Mac stated that he plans to retrieve the remainder of his personal belongings, tools and the Z-Master mower and then he will have nothing further to do with Ozark Avalon, because he feels he is unwelcome. OA will send Mac a Notice stating that he has 60 days to remove of said personal belongings and tools or they will be forfeit and become the property of Ozark Avalon. Mac’s resignation was accepted unanimously by the Board members present. Some discussion was had about possible candidates for nomination for Board membership. It was also discussed that maybe Rose should contact Jetta to see if she still wishes to remain on the Board or if she wishes to withdraw.

Emergency and Trial Housing Rental Rates & Community Service Requirements

Rose proposed to the Board that we need to raise the rental rates for residents in the Retreat who do not fulfill their 10 hours of community service each week. To do this would entail bringing back the Mother Dragon Log Book, which creates more clerical work for the Site Facilities Director. After discussion back and forth about how to handle the work log book, the Board decided to raise the rental rates for anyone requesting temporary housing after March 1, 2007 from the present rate of $150 per month or $45 per week to the new rate of $200 per month or $55 per week and to reduce the number of Community Service hours from the present 10 per week to 5 per week. Additionally, due to the increased cost of operating the Retreat Center during the winter months, every resident will be required to pay an additional surcharge of $25 per month during the months of December, January and February, beginning with December 2007. The present Housing Contract will be revised to reflect these changes and will be in effect as of March 1, 2007.

Magickal Hibernation 2008

Rose reported she is still in negotiations for the location of Magickal Hibernation 2008. The location will most likely be one of two places, either Quality Inn in Columbia or The Inn at Grand Glaze at the Lake of the Ozarks. It is almost certain that prices will have to increase for either location.

Gravel Fund

The driveway is in dire need of gravel. There is no money in the coffer to fund this project. It was suggested that an email needs to go out to everyone that we need donations to help pay for the gravel. It will cost approximately $175 to $200 per load to have it delivered and spread on the driveway and down to Cumberland Road.

Home for Smokey

It was noted that we need to find Smokey a new home. There are too many male cats at Ozark Avalon to keep him here and we need to provide a “pet-free” zone for visitors to stay in the Retreat Center. Rose will put out an email hoping to find him a new loving home.

Childcare at Interfuse 2007

Rose offered the idea that maybe we could provide a Child Care Program at Interfuse for a flat fee to those parents who cannot attend otherwise because they don’t have any one to leave their minor children with for the weekend. Brandon moved that there be no childcare offered by Ozark Avalon at the Interfuse 2007 event. John agreed that having anyone under 16 at an all-adult festival, even if they are to be kept at the Retreat Center, is a bad idea and opens Ozark Avalon up for possible liability. It was also noted that Shipwrecked will be a family-friendly event for the Midwest Burners here at Ozark Avalon and may be only a “family campout”. Rose withdrew the idea from the floor.

Ozark Avalon Emergency and Trial Housing

Persons may stay at Ozark Avalon for up to 60 days under this policy. These persons must be either OakSpirits in Good Standing or Oakfolks known to the church. Those in emergency situations will have the first two weeks of housing fee waived (but not work requirements). Up to 1 and ½ months additional residence may be allowed with Board approval and will be at the rate of either $55 a week and 5 hours of work/week paid at the beginning of each week or $200 a month and 5 hours of work/week paid at the beginning of each month. During the months of December, January and February all residents will pay an additional surcharge of $25.00 to assist with increased winter expenses. The resident is also responsible for any special food needs not met by the donated food on hand. As soon as the person becomes able they need to contribute to the food stores at Ozark Avalon. The emergency may be extended by the Board for up to 3 months unless special arrangements are made to enter the Interim Status. This should only be used to allow for them to obtain employment and find alternative housing or to explore the Interim Status. All prepaid rent is nonrefundable. Emergency housing may only be provided at the agreement of the Board by approval of a minimum of four Board Members and by a majority of the Household Council (all persons staying at Ozark Avalon at a particular time) and you may be asked by the same group to leave for non-compliance with the rules with 24 hours notice.

Interm Status Caretaker/Priesthood

All persons who live at Ozark Avalon beyond the emergency period are expected to make a major commitment to the work of caring for the land and missions of Ozark Avalon. Their hours and dollar commitments are the same as above but they are encouraged to take on more responsible roles in both workdays and festivals and circles. These persons must be approved by a vote of the Household Council and the Board of Directors and these persons may serve on both bodies. This status may be revoked with 30 days notice by a similar vote or 60 days if they have been a resident more than six months. It is not necessary to have an emergency to apply for the Interim program but a trial period of residency of six weeks is asked of all persons applying for this status. Priesthood is covered under the ordination policy and onsite residency is not required but can be helpful in working toward this goal.

All Programs

All persons using these programs are required to contribute a minimum of 5 hours a week to the volunteer program at Ozark Avalon, beginning at occupancy. These hours do not include cooking, laundry and cleaning related to their personal activities. Unless work obligations prevent it persons using the Retreat Center should participate in scheduled workdays. Any resident who fails to honor their minimum 5 hour per week work requirement will be asked to leave.

Any person who is engaged in violence and/or breaks laws pertaining to the physical safety of other residents may be asked to leave immediately; otherwise see the notice requirements in the different sections of this document.

All space is limited and all sleeping rooms are to be shared during retreats and other church activities. We have very limited storage space in the bedrooms so please find alternative storage for excess personal belongings. Do not spread them out through the Retreat Center or other shared spaces. The Retreat Center is always open to visitors. It is expected that residents will keep all common areas clean. It is also expected that all residents help ensure the safety of the Retreat Center by following fire rules and to be aware of the hazards of freezing pipes and allow water to run continually when the temperatures are below 20 degrees.

Pets are allowed by special arrangements only. Arrangements must be made before the animal arrives. All dogs and cats must be spayed or neutered and have current rabies shots. The resident is responsible for any problems related to the pet and must remove it immediately if requested.

Residents and all guests of the resident must comply with the Natural Laws as well as any special festival rules. Failure to do so may result in the resident being asked to leave the event.

Residents are expected to answer the Church phone in a polite manner and take adequate messages. It is suggested that resident familiarize themselves with the schedule and commonly asked questions, and be able to greet visitors in a friendly and welcoming manner. They also need to be able to take camping registrations and event registrations and to ensure that all monies are returned to Ozark Avalon.

Any other persons not here for approved work activities should follow the policies of the Facility Rental program. This policy asks that guests pay $15 per night and Oak Spirits pay $10 per night to stay inside to assist in covering the costs of running the Retreat Center. This may be waived with 3 hours of approved work per day for any day in attendance with specific permission only. All guests of residents must adhere to this policy or residents must pay or work extra to cover guests. All Oak Spirits must ensure that non-Oak Spirit guests pay full fees and adhere to all rules. We are a blessed community to have a shared home. Please treat it as a temple and your brothers and sisters as children of the Goddess and God.

I have received this housing policy and agree to meet all the listed requirements.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ DATE \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Resident

Children \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Pets \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Witness Board of Directors

Revised March 3, 2007

**Summary of Board Meeting July 1, 2007**

The meeting was called to order.

In attendance- Rose, John, Cat, Orpon, Sorsha, Ruairi and Paul.

Issues

There have been a few complaints about inappropriate and unwanted advances from Danny towards some of the female visitors to events here at Ozark Avalon. These complaints were discussed, but since they are so far only being received second hand, no action will be taken at this time. Danny will be told that if there is just one more substantiated complaint about him, his residency will be terminated.

John also stated that Iceis is still driving up and down the gravel driveway at excessive speeds and he has asked her more than once to slow down, but she will not listen to him. She also does not respond to requests from Orpon to do any work around the house.

Firetending

Rose reported that Aislinn plans to train Andrew Case as a Fire Clan member and pass the fire stick to him and apparently Danny was pretty upset about that, but Aislinn feels that Danny doesn’t need to be around the fires because of his alcohol consumption. It will be Andrew’s job as Firetender to make sure that OA has plenty of wood cut and to organize work weekends for wood cutting. Aislinn will make sure that Andrew is aware of this part of his new Firetender position….

Privacy fence around pool and hot tub.

Orpon has looked into the cost of fencing the area around the pool and the hot tub. He stated the cost should be around $500 for all the materials. Ruairi asked if it was really needed and Rose responded absolutely, for privacy during adult swim time and as a safety issue when kids are running around.

Lammas 2007

The decision has been made to have a “family friendly” Lammas as opposed to an adult God & Goddess Greening event, with traditional workshops and rituals. We will plan to have workshops aimed both at children and adults. Website needs to be updated ASAP.

Kinky Campers

Anyone wanting to have an “adult weekend can do so on the same weekend as the “Kinky Campers” and either join them or not as they choose. The Kinky Campers do not have enough attendees to actually close the entire camp for the weekend, so they will be willing to share space.

Shipwrecked 2007

Scheduled for August, with the charge of $10 per adult for the entire weekend. Maev is aware of the charge and OA Board members will be responsible for working the registration gate to make sure everyone pays the fee. The weekend will be open to anyone, for the same $10 entire weekend fee.

Harvest Homecoming

Joy and Jason will indeed be here for Harvest, so the tie dying will happen for sure. Harvest will not be a free event this year, everyone will be charged the standard event fee.

Ozark Avalon Website

The website needs to be kept up do date more actively and Brandon does not seem to have the time to do it these days. Paul offered to take it over. Catherine stated John has more free time and Paul agreed that John should go ahead and work on it and if he needs any help Paul will be more than happy to help him out. Rose will contact Brandon and advise him to share files and passwords with John. Then John will get the website up to date and monitor it regularly for any changes.

There being no other business at hand, the meeting was adjourned.

**Ozark Avalon - 11th Annual Church Meeting**

**September 2, 2007**

Meeting called to order during the Main Feast by Rose Wise. 38 persons attended the meeting.

Improvements in 2007

The electrical service in the Retreat Center is n the process of being upgraded from 100 amps to 200 amps.

Gravel has once again been added to the road and the driveway circle just past the 2nd trailer.

Lake Gaia has been saved!! There was a major breach in the dam as a result of the heavy spring rains, but Jeremy Robert came to the rescue and with the help of a Orpon and a few other volunteers and rented equipment, they repaired the dam and restructured the road to the lake so that by the end of next summer we should once again be able to drive at least the tractor and possibly a 4-wheel drive vehicle down to the lake instead of having walk up and down the hill.

Annual Revenue Statement

Copies of the 2006 Annual Revenue Statement were circulated and reviewed. The 2006 total income for Ozark Avalon was $30,399.00 and the total expenses were $37,288.00, leaving a gross revenue loss of $6,889.00 for the calendar year 2006. A copy of the Revenue Statement is attached to the original minutes on file in the Church library. The Board has decided to add Sorsha to the Church checking account in order to easier facilitate shopping trips for OA events. The current financial update for 2007 indicates that Ozark Avalon is presently in the black, the 2007 land payment having already been paid prior to its due date.

Board Members

The members of the Ozark Avalon Board of Directors were introduced and their individual duties were briefly explained. Two new Board members were introduced, Aislinn Firehawk and Crystal Johnson.

Festival Changes for 2008

This year, in an attempt to help everyone handle the rising cost of gas (and just about everything else), it has been decided by the Board that some of the Wheel of the Year festivals will be combined with the closest Full Moon celebration and become “free” except for the payment of camping fees. These “free” celebrations will be listed on the calendar as before, with details and will become a potluck dinner on Saturday night.

The following major festivals will still require payment of a fee and advance registration is preferred:

Magickal Hibernation, Triple Goddess Gathering, Blessings of Beltane (adults only), Interdependence/Midsummer Madness, Harvest Homecoming and Embracing the Dark (Adults only Samhain)

Magickal Hibernation 2008 will be held at the Inn of the Grand Glaize at Lake of the Ozarks. Advance registration is a must so that the block of rooms can be reserved and payment made to the Hotel in advance.

Blessings of Beltane will be an all-adult event as it has been in the past. The topic of choosing the May Queen was discussed at length during this meeting and the following criteria have been adopted to help with potential choices for this year’s May Queen:

• Any female between the ages of 18 and 30 is eligible to campaign for the title of May Queen.

• Any female may nominate herself as well.

• It is permissible for them to have children, which is a change from past criteria.

• And finally, the May Queen MUST choose her Consort from the competitors in the Beltane Games. The Consort does not have to be the overall winner, but they must have competed in the Beltane Games.

The choice of May Queen will be made by a random draw of one name from the potential nominees.

Year and a Day Classes

As before Rose announced that the Year and a Day Classes will continue to be “free standing” so that anyone can attend as they choose. Not everyone is committed to attend every class. Ozark Avalon requests a donation of $25 for each class attended and this can be paid by a work exchange of 5 hours prior to the class. Everyone is always welcome to attend any class they choose. The format of the classes is a relaxed open discussion. Not every person who attends the Year and a Day classes will become a member of the Ozark Avalon Clergy. The requirements for the full Clergy ordination program are still in the process of being re-defined.

Oakspirit Certificates

Certificates were awarded to the following persons for attaining the status as Oakspirits:

Taz, Crystal Johnson, Heather Hughes, Ronda Robert, Ashley Mullins, Austin Mullins, and Shelby Robert.

Recognized at the meeting, but not present to receive their certificates were Abigail Hughes and Jeremy Robert. Their certificates will be presented at a later date.

Other Business

Rose reminded everyone that Pagan Pride 2007 is scheduled for September 23rd at Peace Park in Columbia and encouraged everyone to attend if possible. Ozark Avalon will be vending their usual fare of Burgers and Hotdogs and will appreciate any volunteer help.

Regarding use of the hot tub. Everyone was reminded that the hot should not be overloaded; the number of persons in the tub at one time should not overflow the water level. Also be considerate of the time spent in the tub so that everyone can get a chance to enjoy the hot tub. Please DO NOT adjust the temperature of the tub. Feel free to use the jets and the light as desired, but be careful to touch only those two control buttons to avoid resetting the temperature by accident. Also, please make an attempt to avoid getting grass and other debris in the tub.

There being no further business at this time, the meeting was concluded.

Ozark Avalon Church of Nature

26213 Cumberland Church Road, Boonville, MO 65233

[660 882-6418] [573 289-3657]

**Board of Directors Meeting Sunday Feb 12, 2006**

**so new member could be elected**

Present are Rose, Mac, Tom, Sparro, Catherine.

Rose recommends that John Becker be elected to board as head of Safety and Security. This is needed as someone needs to handle uninvited visitors during ritual times.

All present voted in favor of this election.

Meeting then adjourned.

**July 2, 2006**

**In attendance- Rose, Tom, Brandon, John, Catherine, Ruairi, Paul**

**Agenda:**

New Board Members

OA Residents

Rabbits

Upcoming Festivals

New Board Members

Motion moved to invite Ed Rupkey (Orpon) and Kristy Rupkey (Sorsha) to serve as Board members.

Motion passed by consensus.

Motion moved to appoint Orpon as Site Facilites Director.

Motion passed by consensus.

Motion moved to appoint Sorsha as Secretary

Motion passed by consensus.

OA RESIDENTS

At this time there are no full time residents staying in the Retreat.

Danny is presently on emergency housing plan and due to begin paying rent in 2 weeks.

It was noted that the Housing Policy must be reviewed, signed and kept on file for all residents. Since Mac is the Housing Coordinator and is not available at this time, Rose has agreed to be responsible for making sure all OA residents review and sign the Housing Policy.

It was noted that OA really needs to have another full time resident, either an individual or a couple, physically capable of helping to keep up with the day-to-day chores at the retreat, grass cutting, maintenance, animal care, etc. on a regular 5-day per week basis.

RABBITS

Discussed the need to sell the rabbits due to the fact that there is no one around to take care of them on a regular basis and also to reduce the expenses associated with their upkeep. Brandon will post ads to sell. Price agreed upon by Board was $200 - $250 if possible.

UPCOMING FESTIVALS

Rose asked the Board members to assist her with the upcoming festivals for the reason that she alone cannot do all of the planning and preparation with no OA residents to help. If the Board members cannot help out then some of the festivals will need to be cancelled. Board members agreed to step in and help for the present time, with Rose as a back up source for information and advice, in an effort to keep the festivals running and to bring revenue into OA.

All of the Board members will need to take on a share of the responsibilities if we plan to continue with festivals. It is not feasible for Rose to do it all by herself. The following ideas were discussed briefly: Reduce the number of festivals sponsored by OA – No plan to reduce festivals at this time. Recruit more outside events such as Interfuse – Board agreed this would be a viable option. Do more advertising about camping at OA – Board agreed this would be good also.

God & Goddess Greening - Orpon volunteered to take over the preparation for God and Goddess Greening with the help of Sorsha, Cat, and John. No one objected. Ruairi agreed to design and post a flyer to the various websites advertising the event. Rose indicated that she already has one paid pre-registration and a couple of additional pre-registrations not paid yet.

Harvest Festival - Rose stated she has several possibilities for Workshops in the planning stages; we have several talented Oak Spirits that could help with entertainment and additional workshops. The idea of a Yard Sale was discussed as a way to raise funds and clear out lots of unused items. It was suggested that possibly OA could include items from individuals with the agreement that OA would keep maybe 25% of the proceeds, however any unsold personal items would still be the responsibility of the owner to remove from OA after the yard sale was concluded. The Yard Sale would have to be scheduled for certain hours and work shifts to cover it.

DISCUSSION FOR FUTURE EVENTS SPONSORED BY OA

All of the following items were discussed but due to the short time between now and the God & Goddess Greening event it will be impossible to implement any of them for God & Goddess Greening with the exception of dividing up the Registration process between the attending Board members. The remaining issues will need to be discussed in more detail by the Board before implementing such changes.

Registration and Work Exchange Issues - After the most recent issues arising at Midsummer, the Registration procedures need to be addressed immediately. The suggestion was brought up that the Registration function should be divided up between the Board members attending a given event instead of having one person being essentially “stuck” at the Registration table for the entire time. The fees paid and work exchanges need to be more tightly monitored. There have been some persons getting into festivals at reduced rates with the promise of work exchange, and then not fulfilling that obligation. It was also discussed that there should be a minimum number of pre-registrations by a specific cut off date or the festival should be canceled and money refunded. All work exchange arrangements need to be made at time of pre-registration, not at the gate. Most people know ahead of time if they need to work out a fee arrangement.

Meal Plan - The possibility of a Meal Plan was also discussed to help determine the amount of food to be prepared and thereby avoid shortage or waste. That Meal Plan should also be only available as a Pre-Registration Option, not at the gate.

There being no further business at this time, the meeting was concluded.

Ozark Avalon Church of Nature

26213 Cumberland Church Road, Boonville, MO 65233

[660 882-6418] [573 289-3657]

**Summary of Board Meeting November 25, 2006**

**The meeting was called to order at 6pm.**

In attendance- Rose, Orpon, Sorsha, Catherine, Mac, Amber

Agenda:

Corporate Records

Housing Issues

Festival Schedule and Fees for 2007

Camping Fees for 2007

Proposal by Mac

Corporate Records

The corporate minutes are presently out of date and need to be brought up to date and posted as required on the website. Kristy will gather minutes from 2005 and get them into book and on to Brandon for posting on website as needed.

Housing Issues

Mac wishes to step down as Housing Director, but to remain on the Board of Directors at this time. He nominated Orpon to take over as Housing Director. Motion was voted on and passed. Orpon abstained from the vote and accepted the duties of Housing Director.

Presently there are 6 persons staying in the Retreat. Only 2 are actually paying rent. The Board is in agreement that Orpon will enforce the housing policy as it presently stands in the following respects:

Danny has signed a housing contract but has not paid any rent up to this time. Orpon will advise him that he must begin to pay rent as agreed upon in the contract by December 1, 2006. If he does not pay rent, he will be asked to leave.

Kristin has not been made aware of the Housing policy at this time. Orpon will explain the Housing Contract to her and she will be allowed a 2-week emergency housing beginning Monday November 26, 2006 through December 10, 2006. If she accepts the Housing Contract she will be required to pay weekly rent until January 1, 2007 at which time she will comply with the Housing Contract and pay monthly rent. If she does not pay rent, she will be asked to leave.

Orpon will also advise Sonya of the Housing Policy. If she accepts the Housing Contract she will be required to begin paying rent on December 1, 2006. If she does not accept the contract she will be asked to leave.

Festival Schedule and Fees for 2007

The tentative schedule for 2007 Festivals was accepted as presented. The fees for all festivals in 2007, except Magickal Hibernation, will be increased to $50 per adult.

Fee increases for 2007

It was noted that while the cost of maintaining the retreat center and the surrounding lands has increased, the income from festivals and donations has decreased. As a result of this, the Board of Directors voted to increase the camping/retreat fees in an effort to keep up with the rising costs of maintenance effective January 1, 2007 as follows:

Camping Fees:

Oak Spirits will no longer be allowed to camp for free.

The fee for Oak Spirits will be $4 per night per person or $8 per night per carload.

The fee for non-Oak Spirits will be $10 per night per person or $20 per night per carload

Retreat Fees: (to stay in the Retreat Center)

The fee for Oak Spirits will be $10 per night per person.

The fee for non-Oak Spirits will be $15 per night person.

The fee to reserve the entire room will remain at $25 per night.

Proposal by Mac (copy attached)

Mac presented a proposal to trade ownership of the Toro Z-Master riding mower to Ozark Avalon at a value of $1760.00. In exchange he requested the following in lieu of cash payment from Ozark Avalon: payment of Debbie Simms’ overdue fees, classes for Debbie, and pre-payment for 2 persons for 6 events, with any excess being applied as a donation to Ozark Avalon. All present voted in favor of Mac’s proposal.

There being no further business at this time, the meeting was concluded at 7pm.

Addendum to Meeting:

After further discussion, it was decided that Debbie would not attend classes at Ozark Avalon.

Ozark Avalon Church of Nature

26213 Cumberland Church Road, Boonville, MO 65233

[660 882-6418] [573 289-3657]

**Ozark Avalon - 10th Annual Church Meeting**

**September 3, 2006**

Meeting called to order at 2:30 p.m. by Rose Wise. An attendance sheet was circulated and is attached, with 42 persons in attendance.

Historical Summary

Ozark Avalon held the first official meeting in 1996, making this year the 10th anniversary of Ozark Avalon.

The first Festival was held in 1990.

The first meeting of Oak Spirits was held in 1995. The requirements and benefits of becoming an Oak Spirit were reviewed. To date we have over 166 recognized Oak Spirits.

In 1997 Ozark Avalon filed the first request for recognition as a church with the State of Missouri

In 2000 Ozark Avalon filed a request for recognition as a church with the Internal Revenue Service.

In May of 2005 Ozark Avalon was refinanced so that the Church of Ozark Avalon owns all of the land, the land is no longer privately owned by Rose Wise.

The value of the Ozark Avalon property has increased 5 times over the original value. The mission of the organization is to keep the land undeveloped and preserved in its natural state, funded by camping, festivals and rentals.

Improvements in 2006

Hot tub was installed just prior to Harvest Homecoming.

Red Bud Circle was completed.

Annual Revenue Statement

Copies of the Annual Revenue Statement were circulated and reviewed. The 2005 total income for Ozark Avalon was $40,096.00 and the total expenses were $40,415.00 which included $8000.00 for repair of the existing well, leaving a gross revenue loss of $319.00 for the calendar year 2005. A copy of the Revenue Statement is attached.

Board Members

The members of the Ozark Avalon Board of Directors were introduced and their individual duties were briefly explained.

Year and a Day Classes

The Year and a Day Classes have been reformatted this year to make them “free standing” so that anyone can attend as they choose. Not everyone is committed to attend every class, and not every person who attends the classes becomes a member of the Ozark Avalon Clergy. Ozark Avalon requests a donation of $25 for each class attended and this can be paid by a work exchange of 5 hours prior to the class. Everyone is always welcome to attend any class they choose. The format of the classes is a relaxed open discussion. The requirements ordination program is presently being re-defined.

Mike Nichols

A hearty thank you was given to Mike Nichols for his presentation and book signings.

Upcoming Samhain Festival November 3-5

Rose reminded all that this is one of our most serious events and reserved mostly for adults due to the nature of the ritual of Crossing the Veil on Saturday night. Older teens may be permitted, but only with prior arrangements and permission.

One of the topics to be presented at the Samhain Festival will be on the possibility of “green burials” here at Ozark Avalon, since they are being allowed in the State of Missouri. Rose also suggested that this might be a way to raise income and help pay off the land by selling plots here at Ozark Avalon for “green burial”. This could help to secure the future use of the land.

Harvest 2007

Rose Wise stated she is hoping to increase the number of workshops, vendor and speakers/entertainers for the Harvest 2007 event.

Midwest Burners

The Midwest Burners group has become a good source of revenue for Ozark Avalon. Their rentals of the site for various weekends during the year bring in a good amount on income and they are very respectful of the land. Their rentals incur little or no costs to Ozark Avalon and they leave the land in the same condition as they found it with very little exception. It might be a good relationship to encourage.

Questions from attendees:

What is going on with the Ozark Village?

• There are currently 13 spots allotted for building in Ozark Village

• 5 of those lots are fully paid for

• 2 of those lots are scheduled to begin building as soon as possible, Catherine & John Becker, and Orpon & Sorsha are ready to begin construction.

• The specifications for purchasing building rights and for construction were explained to those present.

How is the Algae problem with the lake?

• We did use small amounts of chemicals last year to help reduce the algae

• We plan to use small amounts of chemicals again this year

• We plan to add Carp to the lake also to help reduce the algae.

Is it possible to enforce a “formal” quiet time for grounding prior to rituals for that those who wish to ground and center?

• We will attempt to incorporate a more “formal” grounding and centering time prior to rituals.

Is there any legal resource that individuals can access regarding pagan issues?

• Circle Sanctuary does have legal access, but they cannot act as a lawyer for anyone

• Lady Liberty League – offers services in family law, partnerships, civil rights, child support, etc.

Can Ozark Avalon assist WICCA members in prison? There is a high level of discrimination, funds for Wiccan activities are very restrictive, there are more funds available for Christian religions. The VA also discriminates.

• Ministry to prisoners is very difficult.

• Volunteers are subjected to uncontrolled drug tests, etc.

• Ozark Avalon can donate resource materials, just not persons.

Can there be an electrical outlet installed closer to the camping area and away from the house?

• We can look into the possibility of another outlet just past the trailers and the pool area.

There being no further business at this time, the meeting was concluded at 4pm.

Ozark Avalon Church of Nature

26213 Cumberland Church Road, Boonville, MO 65233

[660 882-6418] [573 289-3657]

**Ozark Avalon**

**Board of Directors Meeting October 15, 2005**

Present : Rose Wise, Mac, Brandon, Sparro, Catherine

Meeting called to order at 2:30pm

First business: Next years calendar of events. Brandon had proposed one and needed to verify dates so an official one could be printed.

Question about timing of Interdependence Day because July 4th is a Tuesday in 2006 and if people come out for weekend they might have to leave to go to work on Monday the 3rd and would not return for one day on the fourth.

Question about making Harvest a bigger event and charging more ($40) but making it free for Oak Spirits since it is the "homecoming" event.

Question about changing dates of Beltane celebration so as to get good "warm" weather unlike the last couple of years. Also because of rental of land by Interfuse group around that weekend.

Ideas brought up were to raise rate for event from $30 to $35 and to let people know someone would pick them up at us station if they wished to save gas by riding the bus. Money could be made by selling wood gathered by OA workers to campers and to the Interfuse group.

Well repair bill discussed and Rose will pay it by putting it on her credit card and OA will pay her back when the funds are available.

In other financial matters: Both land payments have been made for the year, doing well in that area.

Due to a previous scheduling foul up, a new policy of all private rituals that people want to hold at OA (mainly referring to Handfastings with many people attending), need to give OA management a 90 day notice before they are to be held. If they are to be held on a festival weekend they must also must be scheduled at least 2 hours after the close of the weekend's activities. Any such private rituals are not to be held on the same day as a full/new moon open ritual.

Change in ordination program requirements: Proposed that a 4 year college degree is not required of graduates. Higher education is to be encouraged for them to pursue as they can.

Changes in website proposed to remove a board no one is using. Also simplify some of pages and change links. Brandon will do this as he can.

Meeting adjourned at 3:30.

**Board of Directors Meeting**

**May 23, 2010 1:38 pm to 4:42pm**

Meeting called to order by Tom Chapin, President at 1:38 pm. Attending were Board members, Tom Chapin, Crystal, Orpon, Sorsha, Sage, Pet, Uthyr, Rachel and Brandon. Other persons & members of the Church attending were Susan, Gaius, Rayn, and Julie.

ORGANIZATIONAL BUSINESS

New High Priestess Appointed

Rose is not able to fulfill her duties as High Priestess at this time, due to illness. She trusts that the Board will continue to oversee Ozark Avalon in her vision into the future. Her letter of July 2009 to Tom and Crystal stated that in her inability to perform her duties as High Priestess, she wished for Crystal to be appointed as Interim High Priestess until either Rose is able to fulfill the role or until Joy would want to take over as High Priestess of Ozark Avalon. Per Gaius, the Board is not “legally” bound to honor this request, but should indeed decide upon someone to fill the role as High Priestess at this time, because of the need to have a religious leader to continue as a recognized Church.

Further discussion continued about decisions to be made regarding Ozark Avalon as related to Joy and Rose.

MOTION by Uthyr

• The resignation of Rose Wise as High Priestess of Ozark Avalon be accepted and that in accordance with her wishes that Crystal Johnson be appointed as High Priestess of Ozark Avalon.

• Seconded by Brandon

• Unanimous Aye – Motion passed

Resignation and appointment of new High Priest

Sage has requested that he no longer act as High Priest of Ozark Avalon and that Orpon be appointed to High Priest at this time.

MOTION by Crystal

• That the Board recognize Sage’s request to step down, thank him for his past service and appoint Orpon as the new High Priest of Ozark Avalon.

• Seconded by Sage and Rachel

• Unanimous Aye – Motion passed

Agents acting for Ozark Avalon

Susan agreed to go to Cooper County Courthouse on Monday to acting solely as an agent for the Church, to obtain any and all legal documents pertaining to Ozark Avalon and bring those back to the Board of Trustees. Uthyr mentioned the need for a “Letter of Agency”. Susan stated it is not needed, because we have a previous letter of agency allowing Susan to obtain information as needed to assist Ozark Avalon. Tom also stated we do need a “Letter of Confidentiality” from both Gaius and Moon Spiral.

MOTION by Brandon

• The Board draft said “Letter of Confidentiality” for Tom to send out.

• Seconded by Orpon & Uthyr

• Unanimous Aye – Motion passed

Appointment of Vice President of Ozark Avalon

Tom acknowledged the years of work and service that Orpon has contributed to the Land, and will continue to contribute since he is living here full time. Based on these continued contributions Tom stated that he feels Orpon is qualified to be known as Vice President of the Board of Trustees. Another Board member voiced objections to this and the matter was tabled for the present time.

MOTION by Brandon

• Moved that the Board recognize Orpon’s performance of duties as defacto Land Manager and further that the Board amend the By Laws as performing duties as defacto interim Land Manager.

• Seconded by Sage

• Unanimous Aye – Motion passed

Administrative Duties for Ozark Avalon

It was discussed at length that effective this date, the duties of Administrator will not be given to the High Priestess. The administrative duties will be handled by the Board Officers as a group. It was noted that the present Board Officers are:

President – Tom Chapin, Treasurer – Cat, and Secretary – Sorsha

It was noted that for this organization to operate effectively, the Treasurer must be available to pay bills, make deposits, and write checks as needed for supplies, etc. The bank accounts have already been restructured so that only 3 officers can sign checks for the Church, Tom, Sorsha, and Cat. With Cat being the treasurer and being so far away, it was suggested that Sorsha and Cat switch offices for the present time to accommodate the day to day needs. Sorsha agreed to this switch, and since Cat is so far away, Sorsha will also continue to function as Secretary in Cat’s place.

MOTION by Brandon

• Reverse Sorsha and Cat in their offices, Sorsha to Treasurer & Cat to Secretary.

• Seconded by Crystal

• Unanimous Aye – Motion passed

Other issues that need immediate attention:

• Letter to State of Missouri making Tom Chapin the new Agent

• Annual filing of Corporation Report(s) with State of Missouri

• Further discussion followed on the need to update and revise the existing By Laws. Several items need to be revised. Crystal asked that everyone take a good look at the existing By Laws and bring their thoughts to the next Board Meeting. All present agreed.

• Gaius plans to return next week to help with drafting new By Laws and any other financial and/or operational documents, drawing on his years of experience working with various types of non-profit organizations

It has been brought to the attention of the Board that a certain Church member has violated several of the Natural Laws during the past year. These violations have been substantiated by reliable witnesses. Actions taken by this person have been: false representation by him, and of himself, to other persons, making violent threats on behalf of Ozark Avalon in July 2009, as if he were speaking as the Board of Trustees. The Board has also received several complaints of lewd and lascivious behavior towards persons in and around the pool. Just today this person stated to Orpon and Tom, “I will destroy your organization” “OA is not Wiccan” “you are having secret meetings”, when he was asked to leave the premises. This same person was on the verge of being banned by Rose when he moved out a short time ago.

MOTION by Uthyr

• Based on the fact that this person has broken more than one of the Natural Laws and he has made violent threats against Ozark Avalon, he should be banned permanently from Ozark Avalon.

• Seconded by Pet

• Unanimous Aye – Motion passed

• Gaius states he will draft a formal letter to said person on behalf of the Board. The Board will then send it “Certified, Receipt Requested” as proof that he has been notified of the permanent ban.

OTHER BUSINESS

Sage noted that we need to use more detailed and reliable background searches whenever a person desires to stay at Ozark Avalon for more than an emergency 2 week sanctuary period. It will probably require them to sign a legal release of information form to submit to the State police for a complete background search. $12.50 will get us a nationwide search for potential predatory behavior and/or felony charges.

Crystal asked that all members submit their ideas to her regarding updating and/or changing the existing house rules, behavior rules, procedure to banish persons, conduct on the land, and any other such ideas they have.

When asked by the Board of Directors about her vision as High Priestess she stated her “vision as Spiritual Advisor and High Priestess of Ozark Avalon is for a Board of Trustees that can work together in a legal capacity to operate the Church and to provide a safe and comfortable place for any and all persons of good intent to come."

Pet asked about the availability of camping lots on Ozark Avalon. At this time the Board is still in the process of collecting the information, and will still need some time to determine how many lots are available and where they are located. The members of the Board assigned this monumental task of paper shuffling and reorganization will respond to the Board as soon as they have that answer.

Money from Interfuse was previously earmarked to pay off the smaller of the land mortgages. Sorsha will contact the mortgagor to verify the payoff amount at this time and report back to the board with that figure ASAP.

Motion by Brandon

• Break for 20minutes

• Seconded by Tom

• Meeting recessed at 2:57pm

Tom called the meeting back to order at 3:35 pm

Music for the Earth

Crystal went over the details we presently have for the music festival scheduled for the July 4th weekend. We are co-sponsoring the event with GREET, an organization from St. Louis which promotes work for musicians. Crystal stated that this arrangement had been agreed to by Rose long before now. There were no budget guidelines agreed upon in the beginning. Contracts have been signed with entertainers, big money has been spent for advertising in St. Louis, but none in Columbia or Kansas City. Rose and Ed Frances have both booked expensive bands for this first time concert. Money has been spent for things that were not necessary. There are probably too many acts booked to perform in the times allotted. There are still more expenses to come. Fuel to get the grounds into shape, hay bales to line the stage, etc. The estimated maximum loss is expected to be about $3000. With luck we could break even or maybe even make a dollar or two for the land fund. In any event even if we cancel it now, we are still contracted to the same expenses.

MOTION by Brandon

• To continue with the Music for the Earth concert.

• Seconded by Pet

• Passed unanimously with some reluctance by Sorsha, Orpon & Tom,

Based on the agreement to continue, Crystal stated we need everyone on the Board to take part and contribute their time and energy into getting this event promoted and the Retreat Center and grounds spiffed up and ready to entertain. She noted we will need volunteers for the gate, stage, potty patrol, earth guardians, first aid, EMTs possibly. She will post on the OA lists that we need volunteers to help post flyers and posters to advertise the event locally and in Kansas City. She has spoken to Mark Haim at Peacenook and he will sell tickets there for advance purchase.

MOTION by Crystal

• Monthly Board meetings at 11am on Sunday after each Full Moon.

• Seconded by Uthyr

• Unanimous Aye – Motion passed

MOTION by Brandon

• Adjourn this meeting

• Seconded by Sorsha

• Unanimous AYE!! – Meeting adjourned at 4:42pm

Respectfully submitted,

Kristy Rupkey aka Sorsha

Secretary/Treasurer Ozark Avalon

**Ozark Avalon Board of Trustees Meeting**

**June 19, 2011**

Meeting called to order at 12:29 pm by Tom Chapin, President.

Board members in attendance: Pet, Tom, Orpon & Sorsha, Rachel online and Catherine by phone. Absent Board members were John and Brandon.

Other persons present: Joe McLees, Danny McLees, & Shane Brewer.

New Board member elected

Orpon moved to nominate Johanna to fill the vacancy left by Bob’s resignation June 1, 2011. Johanna has previously agreed to accept the nomination if elected, but could not be present today due to family obligations.

The motion was seconded by Pet

Motion was passed by the unanimous aye of all present.

Ozark Spirit Village

Orpon presented his research on several questions raised in regard to Ozark Village Agreements. A list of recent questions asked is attached. Orpon addressed each of those questions with those present.

The present number of licenses allowable is 13. This number can be increased by a Board vote. Anyone can own two licenses, but there is to be no combining of 2 licenses to create one footprint twice the size allowable by one license. The square footage (also known as the ‘footprint’ to be used for a cabin, platform or trailer was discussed. It has been suggested that 400 square feet may be too small. After much research 400 square feet is deemed to be sufficient at this time. No opposition was raised by anyone, no motions were proposed. The Board can be approached by anyone with any special request for electricity and/or water. Those requests will be considered by the Board of Trustees and decisions made will be in the best interest of Ozark Avalon.

Orpon reinforced the need for everyone to read and understand the license before they sign it, and if anyone is unsure of any part of the license, it is suggested that they have an objective legal person to review it for them.

Lou has asked Orpon to present the following information to the Board of Trustees on his behalf. When he purchased his license, Rose as administrator, told him that until he occupied that specific space he would not be required to pay any fees other that the cost of the license. Orpon spoke to Rose and she agreed that this is exactly what he was told. Orpon’s personal feeling is that this verbal agreement should be binding, because Rose was the person in charge at that time. Tom stated that when the license is signed, he is legally bound by it. He is uncomfortable in that he was not informed of specific individual agreements between the Administrator at that time and the Licensee.

Discussion continued regarding Ozark Avalon’s legal responsibility and Lou’s concerns. It was decided that the current contract signed by Lou is null and void. Lou will be offered the opportunity to re-negotiate and sign a new agreement, or to terminate the current agreement and be reimbursed for the fees he has already paid towards

the license agreement. Orpon will report this information back to Lou who will make his decision as he sees fit.

Other issues related to Ozark Village:

All locations chosen by village licensees, who have paid in full, need to be identified and physically marked.

In the past, fees outlined in the License Agreement were waived until the Licensee was actually using the footprint exclusively on a regular basis. At this time, it has become necessary to enforce those fees outlined in the License Agreement. Each Licensee who has paid in full will be advised of the enforcement of the License in its entirety. A Certified, Receipt Requested letter will be sent by Unites States Postal Service to those persons who have already paid in full. Each Licensee will be allowed 60 days to respond with their chosen site for their licensed footprint. If they fail to respond within 60 days of the receipt of said letter, their “chosen” site will be forfeited and become available for someone else to choose. All chosen sites will be marked for easy identification. In addition, other available license sites will be identified and marked as available upon payment in full of a License Agreement.

The Board members decided the total number of licenses should be increased from 13 to 20, with some of those lots being licensed only for primitive camping privileges, as outlined in the License Agreement.

Motion to instate the enforcement of license agreement fees was proposed by Pet.

Motion seconded by Orpon.

Motion passed by unanimous vote.

Motion to increase the number of lots from 13 to 20 was made by Orpon.

Motion seconded by Pet.

Motion passed by unanimous vote.

Rumor Control

There have been rumors that the Board is composed of members who no longer reside in the State of Missouri. The Ozark Avalon Church by-laws state very clearly that electronic means may be used as needed to hold board meetings with members in any state. We have had members residing in other states since the Church was established. The only Board member residing outside the state of Missouri at this time responded in writing that she is still very much interested in OA and remaining on the Board and that she plans to return to the State of Missouri in the next couple of years for residency.

Other Business

Grant asked Pet mention to the Board that he would like to “sell” his refrigerator, which is currently located in the brown trailer to Ozark Avalon in exchange for $50 credit towards his outstanding electric bill. This was agreed to as “fair” by the Board members present. Pet will relay this information to Grant.

There being no further business a Motion was proposed by Orpon that the meeting be adjourned. Motion seconded by Pet. Motion passed by unanimous vote. The meeting was adjourned at 2:15 pm.

Respectfully submitted,

Kristy Rupkey (aka Sorsha)

Secretary/Treasurer Ozark Avalon

**Ozark Avalon**

**Board of Director’s Meeting Minutes**

**June 24, 2012**

Attending:

(in person) Steven Galbreath, Tom Chapin, Johanna Givens, Victoria Chance

(by phone) Rachel Brown and Mark Brown

(via email) Pet (Matthew Gard) and Catherine Carpenter

10 Oak Spirits and community members also attended.

I: Exercise in Team Building and Best Practices Workshop:

Johanna had the group do a team building exercise for the first few minutes.

Johanna also attended a Board Members Best Practices workshop, which she

discussed and promised to discuss more over coming months.

II: Reelection of sitting board members:

All board members whose terms were expiring were asked to respond to he

board whether they wished to be renominated.

Pet:

Pet requested reconsideration and cast an emailed vote to approve any and

all current members that wish to remain on the board of directors. Pet and

his good qualities were discussed.

MOTION: Accept Pet's nomination and re-elect him. Tom motioned, Johanna 2nd.

Motion PASSED unanimously.

Cat:

Cat stated that she was unable to participate actively but wished to remain

on lists to keep track of what was happening.

MOTION: Cat will have auditor status on the board list, but not remain a

voting member. Johanna moved, Tom 2nd.

Motion PASSED unanimously.

Rachel:

Rachel stated she would be unable to return to Missouri as planned and so

would not be able to participate fully and in person. She would like to

remain on the board unless the board could replace her with a local

candidate. Her service was priased, and if she were not re-elected she

would be welcomed to reapply after she returns.

MOTION: Renominate and reelect Rachel. Johanna move, Tom 2nd.

Aye: Pet

Nay: Johanna, Uthyr, Taz

Abstain: Tom, Cat

Motion FAILED, Rachel not reelected.

John:

John did not respond to the email request and did not attend the meeting.

It was determined that along with his lack of reply to the email request

for confirmation, he has not been an active part of the community for

several years and the congregation would like more active board members.

MOTION: Renominate and reelect John

Motion FAILED unanimously, not reelected.

Brandon:

Brandon responded by email that he loves OA but at this time cannot devote

the time that is needed, so he declines renomination. If this changes in the

MOTION: Accept Brandon's declining renomination.

Motion PASSED unanimously.

Tom:

Tom requests renomination to the board and to serve as president again.

Discussion: One Oak Spirit expressed concern for Tom as president, stating

that he had been tarnished by conflicts. Another Oak Spirit responded that

anyone in that position would have been a target. There was open discussion

of the need for and continued growth in the area of transparency.

MOTION: Renominate Tom to the board and as President. Rachel moved,

Johanna 2nd.

Notion PASSED unanimously

At this point, all of the current (voted in and sitting board members)

introduced themselves and gave a brief description of their skills.

II: Rules

A. Possible new rules to explain and amplify Natural Laws (See Attachment)

B. Whom to call if issues arise – It was decided that we should

have a list of board members with their names, a brief bio and contact

information posted in the dining room so that all members would know

whom to contact. It was also discussed to keep a mailing list for those

people that did not have access to information, so that the information

could be mailed to them.

C. Formalize disciplinary policy – It was agreed that we would

post the current ideas and would allow the Oak Spirits to comment on

them before a vote would be taken at Harvest Homecoming.

MOTION: Post current proposal, allow comment, vote at Harvest.

Taz motioned, Uthyr seconded.

Motion PASSED unanimously.

III: Financial

A. Need for gravel and road maintenance – The option was put out that we might be able to sell the van and/or truck to help buy gravel for the road. The issue will be readdressed later.

B. Insurance Spoke to Kasmen Insurance:

2007 was last last time we were insured for liability because it was

allowed to lapse (insurance on the land). He said that the last time

we spoke to him was in 2010. We are currently speaking to a different

insurance agency. They told us that there were MANY repairs that needed

to be made including: Wood Burning stove replaced and installed by a

known company with an inspection plate. All broken or cracked windows

need to be replaced, lagoon up to standard, siding needs to be fixed,

(get notes from Johanna).

C. New Potties:

We commented that the Potty committee was currently do research to

see if it was feasible to create new toilets attached to the house to

help alleviate the Lagoon. Because we are a non-profit and due to our

low volume, there are no regulations for us to follow.

D. Dryer replacement:

We will be looking into this on Craig’s list for possible replacement by fall.

E. New process for financial distribution:

We voted to change our fiscal reporting year from August to July so

that during the annual meetings, the Oak Spirits would have a better

understanding of where the church is standing financially.

IV: Update on legal issues:

We discussed that we are still in contact with our lawyers

about financial issues that have been turned over to the prosecuting

attorney’s office. We discussed some of the 501c3 status rule for other

“for profit” venues on the property. Also discussed the ownership

of the Square Cave and the brown trailer.

V: Clergy committee/clergy program:

A. Recognition of "Full Active Clergy".

MOTION: Recognize Steven Galbreath, Victoria Chance, and Mac McLees as

full clergy. Johanna motioned, Tom seconded.

Motion PASSED unanimously.

B. Creation of the Clergy Committee:

MOTION: Clergy Committee is created, Tom, Johanna, and Taz will begin the

process and will then include Mac and Uthyr.

Motion PASSED unanimously.

VI: Board Member Nominations:

Nominations are to be taken from Oak Spirits for a Board Position to be

considered by the board and voted on at Harvest. We had two nominations for

the board at the meeting (Frank Griggs nominated himself and Johanna nominated

Mac Mclees). These nominees and others later nominated by Oak Spirits will

fill out an application form accepting their nomination and discussing their

qualifications which will be presented to the Board and to the Oak Spirits.

VII. Proposals:

Proposals to the board will be published to the lists and brought up for vote

at Harvest Homecoming.

Proposals currently include:

- expansion of "Oak Spirits" to include Oak Guardians and Land Stewards

- campsite rentals

- pavilion/s (if proposal made)

Emergency Board Meeting Minutes

**Meeting to Discuss Disciplinary Action toward Board Members**

**March 7, 2012 at 7:00 pm – 9:00 pm**

Parkade Plaza, Columbia, MO

Meeting was called to order: Tom Chapin (President/Chair at 7:05 PM)

Type of Meeting: Disciplinary, closed meeting

Chair: Tom Chapin

Notetaker (then Secretary): Victoria Chance (Taz)

Attendees:

In Person: Kristy Rupkey, Ed Rupkey, Tom Chapin, Johanna Givens,

Steven Galbreath, and Victoria Chance.

Via Speaker Phone: Pet, Rachel, Catherine, Brandon

Absent: John Becker

I. Discover Information and Discussion with the Lawyer (30 Minutes)

a. Johanna was made Treasurer at the board meeting of February 5, 2012.

At that time she began an audit of the books at the request of Tom.

This audit included several years of documentation, financial records

etc. During this audit, it was found that there were over 12,238.50

dollars in withdrawals that were unaccounted for. Some of these

withdrawals were taken directly from the Capri Casino Riverboat. During

this discussion, each board member, including Ed and Kristy were given

a copy of the proposed motions, a copy of Kristy’s Unauthorized Usages

and withdrawals, (including several overdraft fees) copies of the

expenses and general ledgers for 2010 and 2011.

Kristy agreed that most of these were hers and that she did not realize

the extent of the problem. She had always intended to pay back the money,

but just never got around to it. She also said that she had some

documentation for some of the withdrawals and would give that information

to Johanna by Friday. Johanna will go through that documentation and

update the board if there is a change in the amount owed to Ozark Avalon

by Kristy Rupkey.

b. There was discussion of Ed Rupkey’s part in the fiscal irresponsibility.

(See Tom’s handout for details. Though he was not currently suspected of

complicity in embezzled funds, he did receive benefit from the by

participating in the gambling and the food vouchers. It was also discussed

that he “breached his Fiduciary Responsibility", by not telling the board

that he knew that Rose Wise owned the trailers that the rent was being

collected on, that he participated in repairs and replacement of equipment

in said trailers at the expense of OA. In doing this, not only did Ed

divert OA nonprofit funds to a private person, enabling them to illegally

create a for profit business (landlord) on the land of a nonprofit, but in

doing so he also concealed the illegal nature of what was happening. He

had told Tom repeatedly that if OA dies, he, Kristy and Rose can pay off

Cat’s mortgage and live their lives on the land, he placed their personal

financial interests above those of the church, and he actively went with

Rose Wise to a lawyer six months ago (right after Rose’s return from her

ban to OA), for the express purpose of filing a lawsuit against the church.

Ed said that he could not argue with some of the points, but would like to

state that he did not know or understand the laws/rules around the trailers,

rent etc. And was doing repairs to the trailers based on the orders of the

then Administrator and HPS Rose Wise and feels that he should not be held at

fault for this mistake.

c. With this information, Tom and Johanna met with a lawyer to discuss what

the legal ramifications for the actions listed above to the church would

be. At that meeting the lawyer said that the person with the withdrawals

must have disciplinary action taken against them, and that if they could

not repay the money within 30 days that the issue should be turned over

to the prosecuting attorney’s office. It was also mentioned that the

second person involved would have to also have disciplinary action.

(See attached notes from Johanna from the meeting with the lawyer. Also,

see notes provided by Tom on the second party and their responsibility.)

It was discussed at length that the reason the bard was approaching these

issues in this way was that the status of the church was at risk. That each

board member (at the time of the actions), because the church is not bonded

or insured is liable and that the board had to show due diligence in

resolving the issue to be safe.

d. Discussion was had about the church losing its status as a 501 C3 and

church standing if these steps were not taken care of.

e. Discussion was also had, that there was an email sent from Kristy about the

withdrawals, in which she requested that the matter not be told to her

husband and that she would try to pay it back.

Conclusions:

a. It was decided that action needed to be taken to protect the church and its

members from the loss, fiscal irresponsibility and unethical/criminal

actions taken by Kristy Rupkey as treasurer, as board member, as clergy

and as an Oak Spirit.

b. Tom, with the help of the lawyer, drew up some motions to present to the

board to address the issues discussed.

II. Motions and Disciplinary Action

Kristy and Ed Rupkey were not allowed to vote on the motions for

disciplinary action since they were the members actively involved in the

actions. They however where present and were given the opportunity to

defend themselves.

(1.5 hours)

a. Kristy Rupkey to be removed from the board of directors permanently ban

to also be permanently barred from any position of power, authority,

handling of monies including but not limited to egg sales, camping monies

or registration fees, etc. or representing Ozark Avalon now or in the

future.

Tom put forth the motion. Johanna 2nd the motion.

Motion PASSED unanimously.

b. Kristy Rupkey gave her verbal resignation as a clergy member. This was a

change from the original motion to remove her clergy status.

Tom put forth the motion to accept and vote on the motion as changed.

Uthyr 2nd the change and the motion to vote.

Motion PASSED unanimously.

c. Kristy Rupkey to be banned from Ozark Avalon for a year and a day as well

as removed from all lists for a year and a day. Her return and removal

of her ban will be contingent upon her completion of a gambling addiction

counseling program which she will be required to provide proof of as well

as her being in good standing which means she fully paid back within 30

days her complete obligation to Ozark Avalon for all profits incurred and

the attorney’s fees that Ozark Avalon incurred by her actions.

Uthyr requested that a provision be added that said her compliance with

the ban could also include satisfactory arrangements having been made to

pay back the money through the court.

It was also mentioned that since Kristy lives on the land, that she should

be banned only from Ozark Avalon events and would have access to the land,

the drive way and her storage shed.

Tom moved to accept the motion with the mentioned changes and to vote on

the motion with the changes in place. Pet 2nd the motion.

Motion PASSED unanimously.

d. Kristy Rupkey has 48 hours (changed from 24) to return any and all Ozark

Avalon Organizational property including, but not limited to keys,

electronic documents, electronic storage devices, receipt books, paper

documents, books, copies of 99 year contracts and anything and everything

in her possession that would be used for the management of Ozark Avalon.

If she does not comply, Ozark Avalon will be forced to have the authorities

accompany them in returning back their property.

Kristy requested an additional 24 hours because of her work schedule.

Tom motioned to accept the changes and vote on the motion as it stands

with 48 hours. Uthyr 2nd the motion.

Motion PASSED unanimously.

e. Kristy must write a letter of admittance, explanation, and apology to the

community for her actions. This letter must be approved by the board as a

whole prior to its release.

Tom put the motion forward. Johanna 2nd the motion.

Motion PASSED unanimously.

f. Upon the advisement of its’ attorney, Ozark Avalon gives Kristy Rupkey 30

days to pay back in its entirety the total amount outlined in the

spreadsheet “Kristy Rupkey Unauthorized Usage” or they will turn all

evidence over to the authorities and cooperate fully with the case. If this

has to be done, Kristy Rupkey waives her removal of her ban.

Uthyr moved that the last sentence “If this has to be done, Kristy Rupkey

waives her removal of her ban.” be removed from this motion because it

had been addressed in a prior motion and had been decided that if she made

satisfactory arrangements for payback with the court, she could get her ban

removed. Johanna seconded the change.

Motion PASSED unanimously.

Tom motioned to vote on the full motion with the removal of the last

sentence. Johanna 2nd the motion.

Motion PASSED unanimously.

g. Nominate Johanna Givens as acting Secretary until she can train a

successor.

Johanna put forth a motion to change the motion to “Nominate Taz, as

Secretary of the Board.” Tom 2nd the motion.

Motion PASSED unanimously.

Tom called for vote on the amended motion of “Nominate Taz as Secretary

of the Board.” Johanna 2nd the motion.

Motion PASSED unanimously.

h. Ed Rupkey to be given opportunity to resign from the board of directors

permanently and to also to permanently resign from any position of power,

authority, handling of monies including, but not limited to egg sales,

camping monies, registration fees etc., or representing Ozark Avalon now

or in the future. If he does not willingly resign, then the action must

be forcibly enforced.

Ed Rupkey willingly resigned his position from the board of directors and

all associated duties.

Tom moved to accept Ed’s resignation, Johanna 2nd the motion.

Motion PASSED unanimously.

i. Ed Rupkey to have his clergy status removed for a minimum of a year and

a day with the condition that it is reinstated only after the year and a

day, all obligations are met and he completes a clergy ethics training

from Board approved clergy members.

It was mentioned that this does NOT mean that Ed Rupkey was banned and

barred from OA and that he was welcome to come and go as he pleased at

any and all OA events.

Ed Rupkey pre-empted this motion by voluntarily resigning from the board.

Tom motioned to accept Ed’s resignation from the board. Uthyr 2nd the

motion.

Motion PASSED unanimously.

j. Ed Rupkey must return all Ozark Avalon property including, but not limited

to: keys, documents, tools, monies, etc.

Catherine wanted it know that only Ed or someone Ed trusted would be

allowed to drive the blue truck that she is storing on the property.

Catherine wanted to know if it was still o.k. for her truck to be stored

on the property. The board agreed that this was acceptable.

Ed wanted to know if the board would accept his word on which tools

belonged to Ozark Avalon, and which tools belonged to him. The board

agreed that they would accept his judgment.

Uthyr pointed out that the board was not questioning his honor, but that

we were given no choice but to act based on the circumstances and our

lawyer’s advice.

Tom motioned to put forth the motions with the understandings of the

discussion. Johanna 2nd the motion.

Motion PASSED unanimously.

k. Nominate Mark Brown to the board as Site Manager to replace Ed Rupkey’s

position. Mark would have the ability to delegate out some

responsibilities as long as they are cleared and approved by the

President of Board as a whole.

Rachel has some concerns about his proximity to the land and his

management abilities. But said that she would go with the rest of the

board in their decision.

Brandon suggested that the board separate the motion into two different

motions. One for the board and one for “interim” Site Manager” until such

time as the board has defined the position and its responsibilities, and

based on his performance. The board could then come back and vote him in

as Site Manager for the remainder of his term, if he followed through.

There was some discussion about Mark having too many irons in the fire at

the moment. With the addition of Site Manager he should be urged to allow

other members of the board to fulfill their duties and back out of some of

the hats that he has picked up.

Tom motioned that we nominate Mark for the board. Johanna 2nd the motion.

Motion PASSED unanimously (including Ed who was allowed to vote for the

last time as a board member).

Tom motioned for Mark to become the interim Site Manager. Uthyr 2nd.

Motion PASSED unanimously.

III. Other Discussion

The board agreed that the locks on the office will be changed.

IV. Motion to Adjourn

Uthyr 9:07 PM motioned to adjourn. Brandon 2nd the motion.

Motionb PASSED unanimously.

**Ozark Avalon Board of Directors Meeting**

**07/22/2012**

Attending:

Board members: Tom, Mark, Uthyr, Johanna, Taz, Pet

Observers: Frank, Danny, Kerry, Dan R., Shalaine, Debb, Larry Brown, Mac

I: Board Member Application:

The board discussed the new board member application. The Oak Spirits and

Oak Folks present felt that this was a good idea. The application will be

filled out by the sitting board to keep on file and will be used to vet

MOTION: Accept the Board Member Application as edited. Uthyr moved,

Johanna 2nd.

Motion PASSED unanimously.

II: Board Member Position Descriptions:

The board member position descriptions were presented and discussed

with input from Oak Spirits and Oak Folks. It was requested we add to

the Bylaws, and was agreed to add a reference to them there.

Motion: Accept the Board Member Position Descriptions and reference in

Bylaws. Johanna moved, Pet 2nd.

Motion PASSED unanimously.

III: Board Nominations:

Taking any other board nominations from the Oak Spirits and the Board.

We currently have Frank Griggs, Paul Miller, Larry Brown, Joe McLees,

and Mac McLees. One nominee will be voted onto the Board at Harvest.

IV: Policy Proposals:

Equipment Policy:

A discussion was had for the proposed new equipment policy. A waiver

for each user would be kept. Some discussion of waivers and legality

in a court of law.

MOTION: Accept Equipment policy. Uthyr moved, Johanna 2nd.

Motion PASSED unanimously.

- New Disciplinary Policy

- Rules and Regulations

- Camping proposal

Due to the time spent on the previous agenda items, and because there

was not enough time to review these policies prior to the meeting, it

was requested that the above policy items be reviewed online and voted

on during harvest.

MOTION: Table for now and vote on above policies at Harvest.

Taz moved, Pet 2nd.

Motion PASSED unanimously.

V: Committee Proposals;

Johanna proposed two new committees:

Fund Raising Committee,

Event Outreach Committee.

The board discussed both proposals.

MOTION: Create Event Outreach Committee with Pet as chair and Kerry,

an Oak Folk, on it. Uthyr moved, Mark 2nd.

Motion PASSED unanimously.

Pet brought up that all outside rentals should have at least one board member

present. Should be in outside rental contract that OA Board Members must be

allowed to attend outside rental events.

MOTION: Create Fund Raising Committee. Uthyr moved, Mark 2nd.

Motion PASSED unanimously.

VII: New Business:

Financials:

OA’s booth at Garlic Fest donated $35.00 to Nikki’s Hope, and Oak Scouts

donated $70, presented by Natalie.

There is currently $55.00 in the petty cash box.

There is currently $1100.00 in the bank.

It was noted that cleanliness at the Retreat Center is very important

both during festivals and at all other times.

Uthyr brought up that the landowners would like to meet with the

board to discuss winter plowing and road maintenance.

MOTION; Hold periodic open discussions prior to the board meetings

so that all topics can be discussed and formalized before board vote.

Taz moved, Mark 2nd.

Motion PASSED unanimously.