

6 September 2020 Harvest Homecoming Annual Meeting

Board Members

Patrick Finney (President)

Rebekah Guffie (Secretary)

Dawn Finney (Treasurer)

Patrick Finney

Michael Carroll

Larry Brown

Kerry Lynn

Joshua Kirby--Oak Scouts Committee

Patrick Finney

Advisory Board Members

Tiffany Andes, Ritual Arts Coordinator and Ecumenical Program Director

Chuck Cook, Head of Land Management

Ambiaka Maupin

Robyn Nall

Aaron Oates

Darcy Higgins

Tom Chapin

Shyla Rain

Madeline Wright

Meeting Chair: Dawn Finney

Recording Secretary: Dawn Finney

Start time of meeting: 1:34 pm

I. General welcome to community

1) Thank you for attending Virtual Harvest Homecoming this is the first time for a virtual event, Agenda is available online

2) Introduction of BOD and other department heads

- a) Amy Cook has resigned from presidency and board of directors.
- b) Recent additions to Board of Directors: Joshua Kirby, Patrick Finney
- c) Recent additions to Advisory Board: Shyla Rain, Madeline Wright
- d) List of members above.

3) How this meeting will run: Save questions for the very end. People can also email

info@oakspiritsanctuary.org

II. Statement about OSS and Coronavirus Concerns

- 1) How we've been deciding about events--to cancel or not to cancel
 - a) Board has been going month by month, assessing case numbers, looking at CDC information to determine cancellations. We hope to return to in-person events as soon as possible, but this will be determined by safety concerned.
 - b) People are free to visit OSS on their own --it is not completely closed. Can camp, hike, etc. Camping rates: \$10.00 per adult tent per night.

2) We encourage participation on the Community page and encourage people to view the rituals and workshops on YouTube

Oak Spirit Sanctuary channel: https://www.youtube.com/channel/UCMYDdZYwk_923wHcT4Njlzg

III. Board Related Topics

1) Amy Resigns from presidency

Amy joined the OSS Board of Directors May 1, 2018, became the president at Harvest Homecoming September 1, 2018, and resigned on August 10, 2020

Meeting participants share "Thank You's" and memories of Amy's service in her presidency

Discussion of an idea about internal leadership structure later in the meeting.

2) Addition of New Advisory Board and Board of Directors/ Other positions (Larry Brown)

Added to BOD this year: Joshua Kirby (July 1, 2020), Patrick Finney (August 18, 2020)

Added to AB this year: Robyn Nall, Shyla Rain, Madeline Wright, Applications in process: Shannon Bagwell

Dawn begins second term on board as Treasurer

Thank you from Larry to all the volunteers

As a 501c3 non-profit, OSS must register with the Secretary of State. We must have a "Registered Agent" and typically president is the RA (but does not always have to be president.) Patrick Finney explains what a RA is: Official contact person with the state, as well as public contact point. Can handle legal issues on behalf of organization, but board remains governing body.

Patrick Finney is now Registered Agent with Secretary of State

Discussion of "presidency:" it can be regarded like "CEO" which has been a stress point for previous OSS presidents, Idea presented later of not having internally named president

If anyone is interested in joining Advisory Board or Board of Directors, please contact board

Tom Chapin: According to state statute of Missouri, you have to name the three executive positions: President, Secretary, Treasurer, how will this be handled with "open presidency?" (Question discussed with agenda item later in meeting)

3) Financial Report (Dawn Finney)

- a) Refer to Annual Fiscal Report provided on website.
- b) Fiscal year runs August to end of July
- c) Explanation of layout of report: Monthly "ins and outs" and bank balance along bottom.
- d) Low but positive net balance at the end of year

- e) Significant repair this year: Entire well pump system replaced. Schnell Drilling was hired and grand total of repair was: \$14,571.56. Other Renaissance Ridge lot owners will need to pay their share for the repair. RR subdivision lot owners share the cost of well and road maintenance, and the dam around lake (Note: this was mentioned as a shared expense but is incorrect.) Jan Cohen paid OSS back for repair. Other RR still need to pay their share. (Note: They did pay in full)
- f) In order to pay for well repair, two individuals, who wish to be anonymous, made two private loans to OSS to cover the cost. They will have contracts with OSS for repayment.
- g) Donations of 4 Porta-Potties to OSS--Thank you to individuals who purchased potties for OSS
- h) Long term loan is still being paid down. Balance is on financial report
- i) Winter is coming. Electric usage for retreat center jumps due to area heaters. Sustaining donor donations are helpful through winter. Thank you!
- j) Bank Balance at end of fiscal year: July 31, 2020: \$6,111.48. Jan had paid two shares of well repairs is in this balance.
- k) Winter: Ownership of porta-potties is helpful, maintenance is on as-needed basis instead of every month. Use goes down in winter. No mowing is done.
- l) We are hanging in there, expect balance to dip in winter, but donations always welcome.

4) Secretary Report (Rebekah Guffie)

- a) Most items have been covered.
- b) In March, calendar was booked with events and rentals prior to COVID shut downs.
- c) "Witches in the Woods" who had booked an in-person event but needed to cancel ran a virtual event and donated some of their proceeds to OSS.
- d) Dawn helping to get "best bang for buck" to help keep costs low
- e) Thanks to Rebekah Guffie, Pat Monroe, Amy and Chuck Cook, Larry Brown for donation of funds for purchase of Porta potties
- f) Kerry Lynn had done a great job of managing virtual content
- g) Aaron Oates and Mike Carroll have been helping with website
- h) Working to get meeting minutes uploaded: they are there, need help getting them uploaded.

5) New OSS Leadership organizational Idea BOD is considering in advisement with Advisory Board and community input: "Council" rather than "President"

- a) Idea of having a "governing council" instead of a designated president. Tasks of president would be distributed among council members
- b) No formal decision made, presenting to community, gather community input
- c) We will have an executive board as required. OSS will have President, Secretary, and Treasurer for state paperwork, but how we govern ourselves internally is up to us.
- d) Research of default of state requirement is that you have President, Secretary, and Treasurer, but the wording is: "unless indicated otherwise in bylaws." This clause would seem to allow an organization to function without a "named" president if it is written in the bylaws/governing structure that way. So, if we decided to make this a more permanent decision, internally, an organization would not have to call persons "president," "secretary," or "treasurer." That is an assumed default if it not otherwise outlined in the bylaws.
- e) If we are to deviate from the typical structure, we will consult a lawyer.

- f) Yes, we will research: Rebekah Guffie will be attending a 501c3 training course, is also asking other 501c3 and churches how their bylaws will be structured. Any changes would be discussed with community first. It is not just role and task that fall on “president” it is the perception that everyone should go to president to fix issues when there are others on the board they could go to for help. We are trying to get away from that structure, will be looking into what we can legally do before anything would be changed.
- g) Question community may have: ‘Who do I go to with an issue?’ Board would like to encourage community to use all council members (board of directors, advisory board members) as contact points. It is not required to go to “the president.” Clergy is available. Also can email info@oakspiritsanctuary.org. Send a message through Facebook. Any board member can take a question to the board on your behalf, even anonymously. All members are here to be a resource for community members.
Comment: People, culturally, default to gravitating toward president as single leader. Want to encourage culture change to diffuse concept of “leadership” among members of boards.
- h) Tom Chapin: During his presidency, bylaws stated that consensus would be pursued in all matters, this was changed after he left. Tom reports that Johanna was told by Secretary of State, individual board members need to give legal names and addresses. You must be cautious as to how many names and addresses are listed because any person could unilaterally take over the non-profit corporation. We have to make sure we keep to what the law expects. The presidency had a “hell of a lot of power” because they are responsible for day-to-day operations of the church which encompasses many decisions and the risk is having a ‘rogue president.’ You have to make sure that the rest of the board will not allow that to happen.
- i) Comment: No research indicates that president has that kind of power, and at OSS each board member only has one vote no matter the position. The bylaws outline the duties of the executive board and the president’s role is simply to set the agenda and call the meetings and appoint committee members.
- j) Question: Who has signature authority? Who can enter into a legal contract on behalf of OSS?
- k) Comment: Not one person has sole power to do this for the organization
- l) The treasurer has signatory for checks and banking matters. Other executive members can do the same--banking permissions.
- m) Comment: Secretary--yearly filing papers as well as registered agent. President can’t unilaterally speak for organization unless board give them that power.
- n) Comment: All contracts have to be done by board vote.
- o) Question: Example: Has a contract with OSS for shed rental that was a board decision, is it only the president that can sign on behalf? Now that Amy is no longer here, registered agent can sign on behalf of OSS.
- p) Comment: Some contracts need to be signed by executive board. Example of Waste Management utility contract signed by executive board member.
- q) Comment: More information is needed as we consider this idea.
- r) Comment: All contracts need board approval and voting and any board member can be authorized to sign, if a member “went rogue” the rest of the board can override.
- s) Main points:

- i. We are thinking about how to restructure presentation of leadership internally to distribute responsibilities away from typical structure where the burden is on “the president.”
- ii. We will do research on this and make sure we fulfill requirements for secretary of state and non-profits.
- iii. This is firmly in a “trial period” (year and a day) and no final decisions have been made.
- iv. Community feedback, questions, ideas are solicited.

[Note of clarification: In this meeting, we were exploring the idea of the internal presentation of leadership as a “council” without naming who the president of the organization was in order to try to take the burden of the role of “the president” off of one individual since this has been a source of burn-out in the past. However, OSS, did at this time, have the executive positions filled as required by the Secretary of State office. Patrick Finney was voted in as president August 18, 2020 and filed with the state as Registered Agent in place of Amy Cook. Rebekah Guffie was secretary, and Dawn Finney was treasurer. While all state records, and when necessary business and legal matters, will list Patrick Finney as president, he will not generally introduce himself with that title in the community as a matter of practice. It was the intention of the board to not announce Patrick Finney as president to give this new structure a trial. The council intends to review this structure in the future.]

IV. Department Reports

1) Land Management (Chuck Cook and Mike Carroll as board liaison)

1. Road - generally good repair, given permission to Dave (north neighbor) for firewood removal within 10’ of road from gate to bottom of hill.
2. Frog Bog
 - a. Lights
 - b. Water heater
3. Shade trees & Redbuds - one Concordia Oak and 3 Redbuds died, Redbuds replaced
4. Treeline clearing/camping area reclamation - all brush & low hanging branches, small Cedars, Wild Plum, Honey Locust removed, 400 yards in Nov, plan to repeat this year
5. Trails - cedars for trail borders, no new trails, maintained existing trails
6. Woodbusting Area - newly reclaimed area east of Maypole Hill, large logs for big fires on north, logs for splitting in center, brush for kindling on south
7. Lake - erosion issue
8. Sheds organized/cleaned - pool shed
9. Blue Trailer - renovation or scrap?
10. Scrap removed - one load removed
11. Trailer to stage - delayed
12. Many thanks
13. Adopt-a-shrine - mostly delayed but good progress in Diana’s Memorial and the Dragon Shrine

1. Diana's Memorial
2. Nameless shrine
3. Crystal garden
4. God/dess shrines

5. Glenn Avalon
6. Fae town
7. Dragon shrine
8. Others?

14. Need help

1. Tool handles

- i. 5 shovel - 1" round
- ii. 6 pitchfork - 1" round
- iii. 2 rake - 1" round
- iv. 1hoe-1"round
- v. 2 axe - 2.5x1" oval
- vi. 1 double head axe - 3x1" oval
- vii. 4 sledge/maul - 1.5x1" oval
- viii. 1 pick - 3x1.5"
- ix. 1 large pick - 3x2"

2. Volunteers --In person work weekends are still happening and have not been cancelled. Bring your own meal, no church meal provided, camping is free for volunteers of work weekend, and volunteer vouchers are

2) Clergy Report (Rev. Tiffany Andes)

- a) Update on Clergy Training program, 5 modules left, deadline for program completion may be extended
- b) Current clergy student is Patrick Finney
- c) Next course opening when current program winds down. There is an application process.
- d) There is difference between those who run rituals and clergy persons.
 - a. Clergy is specific set of skills and professional training, like pastoral counseling
 - b. Ritualists can do rituals but do not serve community in wider capacity as clergy
 - c. Ritual basics needed to be "ritualist" (like 101 classes: Year and a Day)
- e) Intention to start Year and a Day program again.

3) Oak Scouts (Joshua Kirby)

- a) Naiya Jones and Kerry Easter also on Oak Scouts committee.
This group is brought back from dormancy
- b) Survey will be provided to ask community what activities they'd like to see
- c) Various children's activities were presented for this Harvest Homecoming. Last activity will be bonfire to release wishes
- d) Art Contest winner will be posted later today.
- e) Content going out every Friday by Naiya Jones
- f) If anyone wants to have kids' meet-up on Facebook room, option on Oak Scouts page.
- g) Monthly posts: Theme for each month going out. "Music and Joy" will be first theme. Will contain family activities each month. Posts also available on OSS Instagram.

4) Social Media (Kerry Easter)

- a) New to many people, social media committee.
- b) Working to update website

- c) Instagram
- d) YouTube channel: past rituals, workshops
- e) Need Social media content creators, email socialmedia@oakspiritsanctuary.org
- f) Thank you to all social media helpers, Mike Carroll for help with website
- g) Thank you to all who helped create this social-media based festival

5) Fundraising (Patrick Finney)

- a) Not a typical fundraising year due to pandemic, less fundraising opportunities, cancellations
- b) Expecting lower fundraising amounts this year
- c) Encourage an end of year donation
- d) Need to have Winter Donor Drive this year

6) Question in comment box: Can a registered agent dissolve an organization?

Placed here for further research and consideration, not to be discussed here at this time

V. Special Thank Yous and Acknowledgments:

Kerry Lynn for her hard work organizing Virtual Harvest Homecoming 2020

Amy Cook

Isolde Finney--Virtual ritual creation: video directing, editing, production

Others who took part in Virtual Rituals

Recurring, Scheduled Monthly Donors

Everyone who donated items to the Art Auction

To the performers and presenters for this year's Harvest Homecoming: SJ Tucker

Mama Gina

Rev. Bill Duvendack

From Chuck:

Big shout out to Shannon Bagwell for all the work she's done.

Patrick Finney has stepped up big as well. Without these 2 this summer, OSS would be a wild grassland.

Thank you to all others who mowed

Robyn Nall for keeping the Adopt-a-Shrine program moving and beating back the poison ivy during all this.

Matt Asbury for all the work and keeping me motivated while we cleared the tree lines.

Justin Cupples and Cliff Korte for making me look like an amateur with the endless amount of maintenance and repairs done near effortlessly.

Big shout out to Madeline Wright and Wanagi Miwakan for restoring the Drag-On Inn

And a heartfelt, gigantic thank you to everyone that came out for a work weekend or on your own time. So many folks that give of themselves and every piece helps. This is way too big for only a handful of folks to keep up with.

Meeting moved to adjourn at 3:17 PM