

## Advisory Board Minutes - August 2006

<b>CALL TO ORDER &amp; AGENDA AUGUST 2006 SESSION</b>	<p><b>(August 2, 2006)</b> The August 2006 meeting was opened by the NC.</p> <p><b>AGENDA</b></p> <p><b>July 2006 Minutes</b></p> <p><b>Election Committee 2nd Quarter Report</b></p> <p><b>Results Of Annual Election</b></p> <p><b>Announcement Of Run-Off Election</b></p> <p><b>Results Of The Run-Off Elections</b></p> <p><b>Dismissal Of Grievance Procedure Committee Members</b></p> <p><b>Bylaw Amendment - Motion 06-14</b></p> <p><b>Replace S.O.P Grievance Procedures-Motion 06-15</b></p> <p><b>Correction To Motion 06-13a</b></p> <p><b>Effective Date Of Grievance Procedures</b></p> <p><b>Announcement</b></p> <p><b>Voter Fraud Committee Report</b></p> <p><b>Bylaw Amendment</b></p> <p><b>Message From NC</b></p> <p><b>Adjournment</b></p>
<b>JULY 2006 MINUTES</b>	<p><b>(August 16, 2006)</b> Notice of posting July 2006 Minutes by the NC</p>

**ELECTION  
COMMITTEE  
2ND QUARTER  
REPORT**

**(August 2, 2006) Forwarded by the NC on behalf of the EC**

TO: National Coordinator and Advisory Board, USGenWeb

FROM: USGenWeb Elections Committee

SUBJECT: EC REPORT SECOND QUARTER 2006

DATE: July 6, 2006

APRIL 2006

Pub/Sec Shirley Cullum took the chair temporarily after the resignation of Lori Thornton.

The newsletter was mailed, and all bounces were worked.

New Members LaRae Hasley-Books, Christy Fisher, and Ellen Pack were confirmed by the AB. They were subbed to the EC list on April 12.

The EC elected Ellen Pack as chair for the remainder of the year. Shirley Cullum remained Pub/Sec.

The EC Web site was revamped on April 23rd. In anticipation of the upcoming election, new election pages were constructed and uploaded.

MAY 2006

May 4 - Training began on handling nominations.

7 May - Format changes were made on the Registered List to accommodate the new Special Project Representative position that eliminated the Archives and Tombstone Representative positions.

15 May - The membership list containing 2279 names was uploaded for the May newsletter. There were 118 bounces, a number higher than the EC finds acceptable. Extra effort was made to make corrections.

22 May - Testing began on the nomination form.

JUNE 2006

1 June - The nomination period opened. Due to a technical glitch of

unknown origin, occasionally the EC did not receive that portion of the nomination containing the name of the nominator. The EC apologizes to those nominators the EC was unable to contact.

6 June - The EC regretfully accepted the resignation of EC member LaRae Halsey-Brooks.

13 June - Early in the morning the EC learned that the nomination form had closed 24 hours early. The EC does not have access to the server that houses the form, so a note was quickly dispatched to all USGenWeb list informing members to send nominations privately to two EC members. Several new nominations came in throughout the day, and all were processed. The EC regrets the inconvenience to the members. The EC also would like to take this opportunity to point out that technical difficulties out of our control are good reasons why members should not wait until the last minute to submit nominations, to notify the EC if they do not receive a password, or to vote.

During the nomination period, the EC processed 132 nominations, the second highest number of nominations since the SEC was formed. The record stands at 140 in 2003.

19 June - The final ballot was certified by the EC, and submitted to Larry for set-up.

Candidates:

National Coordinator

One Year Term Ending 31 August 2007

Scott Burrow

Paulette Carpenter

Bill Oliver

Representative At Large

To complete Two Year Term Ending 8/31/2007

Bobbie Dunn

Michael A. Peterson

Fred Smoot

NENC County Coordinator Representative  
To complete Two Year Term Ending 8/31/2007

Debra Beheler

Jan Cortez

[Sandra Quinn - Withdrew June 28]

NENC County Coordinator Representative  
Two Year Term Ending 8/31/2008

Alice Allen

[Lorraine Newsome - withdrew June 27]

Jeff Scism

NWPL County Coordinator Representative  
Two Year Term Ending 8/31/2008

Jason Mendenhall

Greta Thompson

SEMA State Coordinator Representative  
Two Year Term Ending 8/31/2008

Darrel Bell

Paul Buckley

Mari Byers

Heather DeGeorge

Freddie Spradlin

SEMA County Coordinator Representative  
Two Year Term Ending 8/31/2008

Donna Allen

Linda Blum-Barton

SWSC State Coordinator Representative  
Two Year Term Ending 8/31/2008

Larry Flesher (unopposed)

SWSC County Coordinator Representative

Two Year Term Ending 8/31/2008

Don Kelly

Phyllis Rippee

19 June - The membership list containing 2,203 names was sent for uploading for the June newsletter. There were 69 bounces, a figure much better than last month. However, it was noted that there were an excessive number of members who did not receive newsletters, but who should have. The EC is investigating the situation.

30 June - The EC notified the project that due to technical difficulties beyond EC control, passwords would not be sent out on schedule, and voting would not begin on 1 July. The date voting would begin would be announced as soon as it was known.

Respectfully submitted,  
USGenWeb Election Committee



**RESULTS OF  
ANNUAL  
ELECTION**

**(August 11, 2006)** From the Election Committee posted by the NC

USGenWeb National 2006 Election Results

National Coordinator

One Year Term Ending 31 August 2007

Total Votes 374

The EC declares a Run-Off between candidates Scott Burow and Bill Oliver

Scott Burow.....186 - 49.733 %

Paulette Carpenter... 80 - 21.39 %

Bill Oliver..... 108 - 28.877%

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Representative At Large

To complete Two Year Term Ending 8/31/2007

Total Votes 371

The EC declares a Run-Off between candidates Michael A. Peterson and Fred Smoot

Bobbie Dunn..... 88 - 23.720%

Michael A. Peterson....149 - 40.162%

Fred Smoot.....134 - 36.118%

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NENC County Coordinator Representative

Two Year Term Ending 8/31/2008

Total Votes - 108

The EC declares Alice Allen Winner

Alice Allen.....67 - 62.037%

Jeff Scism .....41 - 37.963 %

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NENC County Coordinator Representative

To Complete Two Year Term Ending 8/31/2007

Total Votes - 111

The EC declares Jan Cortez Winner

Debra Beheler.....52 - 46.847%

Jan Cortez.....59 - 53.153%

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NWPL County Coordinator Representative

Two Year Term Ending 8/31/2008

Total Votes - 79

The EC declares Greta Thompson winner

Jason Mendenhall ...21 - 26.582%

Greta Thompson.....58 - 73.418%

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SEMA State Coordinator Representative

Two Year Term Ending 8/31/2008

Total Votes - 13

The EC declares a Run-Off between candidates Freddie Spradlin, Paul Buckley, and Mari Byers

Darrel Bell.....1 - 7.692%

Paul Buckley.....3 - 23.077%

Mari Byers.....3 - 23.077%

Heather DeGeorge..2 - 15.385%

Freddie Spradlin.....4 - 30.769%

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SEMA County Coordinator Representative

Two Year Term Ending 8/31/2008

Total votes 149

The EC declares Linda Blum-Barton Winner



Donna Allen .....59 - 39.597%

Linda Blum-Barton ... 90 - 60.403%

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SWSC State Coordinator Representative

Two Year Term Ending 8/31/2008

Unopposed - The EC declares Larry Flesher Winner

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Larry Flesher - 14

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SWSC County Coordinator Representative

Two Year Term Ending 8/31/2008

Total Votes - 104

The EC declares Phyllis Rippee Winner

Don Kelly.....37 - 35.577%

Phyllis Rippee.....67 - 64.423%

These results will be posted on the EC web site within 24 hours.

<http://www.rootsweb.ancestry.com/~usgwelections/national-2006/index.html>

Shirley Cullum

USGenWeb Election Committee

**ANNOUNCEMENT  
OF RUN-OFF  
ELECTION**

**(August 20, 2006)** Posted by the NC

**\*\*Please forward to all USGenWeb Lists and Members\*\***

Announcement: USGenWeb National Run-off Election 2006

Voting will begin Tuesday August 22, 2006 (12:01 am) CST, and will end Monday August 28, 2006 (11:59 pm) CST.

Registered USGenWeb members as defined in the USGenWeb Project Bylaws and the Election Committee Procedures are eligible to vote for candidates in their respective region/area/role.

There are three seats in the Run Off Election. All members may vote for National Coordinator and Representative At Large. Only SEMA (Southeast Mid-Atlantic) SCs and ASCs may vote for the SEMA SC Representative.

Names of the candidates can be found here:

<http://www.rootsweb.ancestry.com/~usgwelections/national-2006/results-2006.htm>

More information about each candidate may be found here:

<http://www.rootsweb.ancestry.com/~usgwelections/national-2006/meet.htm>

You will receive (via email) a password for this election, with the URL where the voting form may be found. You must enter the number of the election, and then correctly enter the password to continue voting. We suggest copying the password (highlight then Ctrl+C) from that email message and pasting it (Ctrl+V) into the entry box.

If you have not received a voting password by Wednesday morning, August 23rd, please notify the EC immediately.

<http://www.rootsweb.ancestry.com/~usgwelections/current.htm>

The EC encourages everyone to vote!

The USGenWeb Election Committee

**RESULTS OF THE  
RUN-OFF  
ELECTIONS**

(August 30, 2006) Posted by the NC

\*\*Please forward to all USGenWeb Lists and Members\*\*

Results - USGenWeb National 2006 Election Run-Off

National Coordinator

One Year Term Ending 31 August 2007

Total Votes 330

The EC declares Scott Burrow Winner

Scott Burow.....210.. 63.6364%

Bill Oliver..... 120.. 36.3636%

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Representative At Large

To complete Two Year Term Ending 8/31/2007

Total Votes 327

The EC declares Michael A. Peterson Winner

Michael A. Peterson....225...68.8073%

Fred Smoot.....102.. 31.1927%

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SEMA State Coordinator Representative

Two Year Term Ending 8/31/2008

Total Votes - 13

The EC declares Paul Buckley Winner

Paul Buckley.....7.. 53.8462%

Mari Byers.....2.. 15.3846 %

Freddie Spradlin.....4.. 30.7692%

These results will be posted on the EC web site soon.

<http://www.rootsweb.ancestry.com/~usgwelections/national-2006/index.html>

Shirley Cullum

	USGenWeb Election Committee
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<b>DISMISSAL OF GRIEVANCE PROCEDURE COMMITTEE MEMBERS</b>	<p><b>(August 6, 2006)</b> By the NC</p> <p>The Grievance Procedures Committee has finished its work and the committee members are hereby dismissed.</p> <p>Committee members, Angie Rayfield, Jan Cortez, Sharyl Farrell, Donna Allen, Scott Burow, Katy Hestand and Bill Utterback did an outstanding job and are to be commended for their hard work on this committee.</p> <p>A special thank you is extended to all the Project members who participated in the discussion. The GPC was the first committee to</p>
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operate on an open list and the contributions made by non-committee members were invaluable.

**BYLAW  
AMENDMENT -  
MOTION 06-14**

**(August 6, 2006)** Motion By Scott Burow, 2nd by Linda Blum-Barton  
I move that the AB propose an amendment to the USGenWeb By-Laws pursuant to Article XVI Section 5 to establish the Grievance Committee and implement the procedures adopted by the Board related to grievances. Scott Burrow, Representative At Large

**(August 6, 2006)** Suggested rewording by NC

**(August 6, 2006)** Motion restated by Scott Burow, 2nd by Linda Blum-Barton

That is a better phrasing of the intent, Linda.

I request leave to withdraw my previous motion, or, unless there is an objection to doing so, amend the same to read:

I move that the AB propose an amendment to the USGenWeb By-Laws pursuant to Article XVI Section 5 to establish the Grievance Committee as a standing committee of the USGenWeb Project.

**(August 7, 2006)** Discussion on Motion 06-14 called by the NC  
Discussion of the motion followed. Members signifying no discussion: George Waller, Scott Burow, Larry Flesher, Suzanne Shepard, Linda Blum-Barton , Karen De Groote-Johnson, Sundee Maynez and Cyndie Enfinger

**(August 11, 2006)** Call for vote on Motion 06-14 by the NC

**(August 12, 2006)** Result of vote on Motion 06-14 by the NC  
With 10 members voting Yes and 3 members not responding Motion 06-14 passes.

	<p>Members voting Yes: Cyndie Enfinger, George Waller, Jan Cortez, Jeff Scism, Karen De Groote-Johnson, Larry Flesher, Linda Blum=Barton, Scott Burow, Sundee Maynez and Suzanne Shepard</p> <p>Members not responding: Bettie Wood, Darilee Bedner and Phyllis Rippee (who is offline due to computer problems)</p> <p>Bettie Wood's vote came in after the results were posted. Her vote of yes was recorded</p>
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<p><b>REPLACE S.O.P GRIEVANCE PROCEDURES- MOTION 06-15</b></p>	<p><b>(August 12, 2006)</b> Call for Motion by the NC</p> <p>Scott has reminded me that we need to formally remove the old standing procedures for grievances and replace them with the new procedures we adopted.</p> <p>May I please hear a motion to that effect?</p> <p><b>(August 12, 2006)</b> Motion made by Suzanne Shephard, 2nd by Karen De Groote-Johnson</p> <p>I make a motion that the old standing procedures for grievances be removed and replaced with the new procedures we have adopted.</p> <p><b>(August 13, 2006)</b> Need to withdraw motion due to error in motion 06-13 by the NC</p> <p>When I copied and pasted the new grievance procedures I accidentally left out two sections (5a and 5b). The intent was to adopt all the procedures but the motion included the URLs to the sections I posted. This mistake needs to be corrected before we go any farther with Motion 06-15.</p> <p>Suzanne will you agree to the withdrawal or your motion and Karen will you agree to withdrawing your 2nd so that we may fix this oversight?</p> <p><b>(August 13, 2006)</b> Motion was withdrawn by Suzanne Shephard and 2nd withdrawn by Karen De Groote-Johnson</p>
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<p><b>CORRECTION TO MOTION 06-13a</b></p>	<p><b>(August 16, 2006)</b> Call for motion to correct motion 06-13 by the NC</p> <p><b>(August 16, 2006)</b> Motion by Scott Burow, 2nd by Linda Blum-Barton</p>

Thank you Linda.

In the motion to follow I am proposing two adjustments to the Grievance Procedures adopted by this board by motion 06-13. The adjustments and the justification therefore follows:

First, that in the presentation of the procedures to Board-L, Sections 5(a) and 5(b) were inadvertently removed from the procedures. These two sections are to be adopted and placed within the procedures in the same position as Section 5(a) and 5(b):

The second adjustment would be under Section 1 - Committee Membership. Currently this reads, in part:

"The panel must include a State Coordinator, a Special Projects Representative, and three County Coordinators/Local Coordinators who have not served as State Coordinator or in a national level position within the last three years."

It has been pointed out that the title 'Special Projects Representative' could be construed or interpreted to require the elected Special Projects Representative on the Advisory Board fill the seat. As we know, this is contrary to the intent of the procedures which was to remove the AB from the grievance process except in the event of an appeal. The proposed adjustment would change the wording of this sentence to make it consistent with the intent and clearly understood.

Therefore, I move that the Grievance Procedures adopted by motion 06-13 be amended to include Sections 5(a) and 5(b):

"Section 5A - Grievance Process

The grievance process is initiated when a complaint is made by any of the following:

1. A member of the USGenWeb Project, filing on his/her own behalf, within 45 days of incident, or discovery of incident;
2. A former USGenWeb member within 14 days of termination of membership either with the Project, or within a specific State or Special Project;
3. A transcriber or an accepted contributing researcher, within 45 days

of incident, or discovery of incident.

In the case of two or more individuals forming one party, the group will select one spokesperson to act on behalf of the others.

Third-party complaints will not be considered.

#### Section 5B - Grievance Process

The initial complaint should be brought to the Grievance Coordinator, and should include the following information:

1. Full name & project affiliation of the member bringing the complaint;
2. Full name & project affiliation of the member the complaint is against;
3. The exact nature of the complaint, including the date that the incident occurred;
4. What steps or actions the member has taken to this point, if any, to resolve the situation outside of the grievance process;
5. What actions/reparations that the project member desires as a result of their grievance;
6. A specific citation or reference to the USGenWeb Project Policy, Procedure, or By-Law, or XXGenWeb Project, Policy, Procedure, or By-Law which alleged to have been violated."

and to change the wording of Section 1, entitled Committee Membership - sentence two to read as follows:

"The panel must include a State Coordinator; and a member of the Special projects and three County Coordinators/Local Coordinators who have not served as State Coordinator or in a national level position within the last three years."

**(August 17, 2006)** Motion was numbered 06-13a. Call for discussion issued by the NC

Discussion followed.

**(August 20, 2006)** Call for vote on motion 06-13a issued by the NC

The NC included the following note:

(The full procedures are up:

<http://www.usgenweb.org/volunteers/grievance-procedures.shtml>. The items listed in this motion are highlighted in blue and the grammar



	<p>change in section 5b,5 is included there and here.)</p> <p><b>(August 22, 2006)</b> Result of Vote by NC  With 11 members voting yes and 2 members not voting Motion 06-13a passes.</p> <p>Members voting Yes: Bettie Wood, Cyndie Enfinger, George Waller, Jan Cortez, Jeff Scism, Karen De Groote-Johnson, Larry Flesher,, Linda Blum-Barton, Scott Burow, Sundee Maynez and Suzanne Shepard  Members not voting: Darilee Bedner and Phyllis Rippee</p>
<p><b>EFFECTIVE DATE OF GRIEVANCE PROCEDURES</b></p>	<p><b>(August 22, 2006)</b> By the NC</p> <p>A question has been raised on two of the Project's lists about the status of grievances filed between the passage of the new grievance procedures and the time the GC will be prepared to hear a grievance.</p> <p>Strugis says that a motion becomes effective upon passage unless it includes an effective date. Motions 06-13 and 06-13a did not include an effective date and thus the grievance procedures became effective today with the passage of motion 06-13a. Since it is going to take a little time for GC members to be selected and seated, should a motion be made to assign an effective date to the GP? Or, should the effective date of today be allowed to stand and any grievances received after today be held until the GC is in operation?</p> <p>Thoughts? Comments?</p> <p><b>(August 22, 2006)</b> By Scott Burow</p> <p>Linda:</p> <p>Although my personal opinion has been that there should be an effective date, I believe to set such a date after the fact would not be the best course of action to take.</p> <p>My suggestion is to let things stand. We can have a GC seated in a few weeks, there is a process in the by-laws for submission via a members board rep, and the delay caused by the need to seat the committee and obtain the volunteers to hear the matter would most likely be less than</p>

	<p>the current delay in handling grievances by the AB.</p> <p><b>(August 24, 2006)</b> By the NC</p> <p>he only response to my question came from Scott. I agree with Scott's message and the grievance procedures will be effective as of Aug 22, 2006.</p>
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<p><b>ANNOUNCEMENT</b></p>	<p><b>(August 22, 2006)</b> By the NC</p> <p>t has been brought to my attention that the board minutes jump from motion 06-11 to motion 06-13. To forestall future questions about Motion 06-12 the following is posted here for inclusion in the minutes.</p> <p>Motion 06-12 was assigned to the Voter Fraud Committee's motion which was withdrawn before motion 06-12 was posted on Board-L.</p> <p>[The NC incorrectly listed motion 06-12. It should have been motion 06-11]</p>
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<p><b>VOTER FRAUD COMMITTEE REPORT</b></p>	<p><b>(August 22, 2006)</b> Posted by the NC</p> <p>The Voter Fraud Committee has submitted the following proposed Procedures. Please delay any discussion of this until we are finished with the Grievance Procedures discussions.</p> <p>*****</p> <p>(The Voter Fraud Committee has changed the name assigned for the following procedures to "Fraudulent Registrations" which more accurately reflects the situation these procedures address.)</p> <p>Procedures for Fraudulent Registrations</p> <p>It is the policy of the USGenWeb Project that a member, where duly qualified, may cast only one vote per office, or per question in polls.</p> <p>In the event a member registers to vote more than one time the procedures as outlined in the Election Committee guidelines will be followed.</p>

In the event the EC, per its current guidelines, reports a possible case of Fraudulent Registrations to the NC/AB the following steps will be taken:

- (1) The NC/AB member will forward a copy of the report to Exec.
- (2) The NC will assign a sequential number to the report, notify the SC(s), ASC(s), SP(s) and individual(s) named in the report that such a report has been received.
- (3) The NC will seek a volunteer from the AB to lead the investigation. If there are no volunteers the NC will lead the investigation or appoint an AB member. All parties involved will be given the opportunity to provide input. All documentation will be collected by the leader only.
- (4) The person(s) being investigated will be accorded the benefit of doubt if reasonable explanations are proffered, and they will be given the opportunity for review and comment at each point of the investigation.
- (5) Based on discussion of the findings the AB shall determine by vote whether or not to remove the individual(s) from the Registered Voter List and whether any additional action should be undertaken.
- (6) The NC shall advise, via e-mail, the parties involved of the AB's determination with a cc to Exec.

In the event a possible case of Fraudulent Registrations or suspected case of aliases is reported to the NC or AB member by an individual (he/she being required to provide a convincing statement or sufficient documentation in support of the claim to justify the need for investigation) the following steps will be taken:

- (1) The AB member receiving notification of a possible fraudulent registrations situation and/or suspected case of aliases will ask the notifying individual if he/she will agree to the disclosure of his/her name. If so the AB member will forward the e-mail to the NC and Exec. If not the AB member will remove all identification of the sender from the e-mail and forward the e-mail to the Exec and forward a full copy of

the e-mail to the NC.

(2) The NC shall notify the EC of the situation and ask the EC to check its files for possible multiple voter registrations and for any information the EC may have that has a bearing on the reported situation.

(3) Items 2 through 6 above will be followed  
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Voter Fraud Committee  
George Waller, Chair. Cyndie Enfinger, Darilee Bednar, Linda Barton, Suzanne Shepard. Linda Davenport (ex-officio)



**BYLAW  
AMENDMENT**

**(August 24, 2006)** Call for Motion by the NC  
Motion 06-14 passed on Aug 12th. The motion stated:

I move that the AB propose an amendment to the USGenWeb By-Laws pursuant to Article XVI Section 5 to establish the Grievance Committee as a standing committee of the USGenWeb Project.

With the passage of this motion it is time to address the proposed amendment itself. There was considerable discussion of this on ABChat and on the Project lists. May I please hear a motion that includes the wording of the proposed amendment?

[RootswEB moved Board-L to the new mailman software and posted messages did not reach subscribers]

**(August 28, 2006)** By Scott Burow  
I did not receive the previous message Linda.

I move that the Advisory Board propose the following amendment to the USGenWeb by-laws to be voted upon by the membership, and to become effective upon passage, as follows:

"That the following articles of the USGenWeb Project Bylaws are repealed and replaced as stated below:

That Bylaws Article VI, (Duties/Qualifications of Advisory Board), Section

3 is repealed, and to enact in lieu thereof a new Section 3, as follows:

"Section 3. The responsibilities of the Advisory Board shall include: addressing any problem issues as they arise, aiding the state projects upon request, establishing and overseeing standing committees and elections, hearing limited appeals of grievances, and appointing a Webmaster to maintain the national website."

That USGenWeb By-Laws, Section XIV, Sections 1 and 2, entitled "Grievance Procedures and Appeals Process" are repealed, and to enact in lieu thereof a new Section XIV entitled "Standing Grievance Committee" as follows:

"Section 1. There shall be established a Grievance Committee as a standing committee of the USGenWeb Project.

Section 2. The Grievance Committee will operate under the Grievance Policies and Procedures. Changes to the Grievance Policies and Procedures may be made by the Advisory Board, or may be proposed by the Grievance Committee, subject to approval by the Advisory Board. The current Grievance Policies and Procedures shall be displayed on the National website.

Section 3. The USGenWeb Advisory Board will appoint the members of the initial Grievance Committee from volunteers solicited from the membership in the USGenWeb Project. Replacement members shall be proposed by the Grievance Committee from qualified applicants per the terms of the Grievance Policies and Procedures, and subject to the approval of the USGenWeb Advisory Board.

Section 4. The responsibility of the Grievance Committee shall be to administer fair, orderly, and speedy resolutions of disputes in accordance with the Grievance Policies and Procedures.

Section 5. The outcome of a grievance is binding upon the membership of the USGenWeb Project.

Section 6. It shall be the policy of the USGenWeb Project that all

actions, whether under the national Grievance Committee or of a local grievance or process at the state or special project level shall be characterized by fairness, courtesy, and respect for the dignity and the rights of each individual involved.

To that end, the following rights and responsibilities apply to all grievance processes within the USGenWeb Project, XXGenWeb State Projects, and Special Projects of the USGenWeb Project.

1) A member may choose to act as his or her own representative, or may select someone to act as his or her representative. The member retains the right to change or dismiss the representative at any step of the procedure.

2) In actions resulting from the dismissal of a member from his or her position within a State, Local, or Special Project, the dismissed member may not be replaced until the expiration of the time for the filing of a grievance, or if such grievance is filed, until its resolution. Nothing shall prohibit the recruitment of a temporary coordinator to maintain any website.

3) No member shall be discriminated against for exercising their right to request action by the Grievance Committee, for participating in a grievance as a witness, or as a representative of a party to the grievance, and no disciplinary action shall be taken against a party for their involvement in the grievance process."

**(August 28-30, 2006)** Discussion followed. No 2nd was received prior to the end of the month.

**MESSAGE FROM  
NC**

**(August 31, 2006)** By the NC

Today is my last day as NC. My term has been, at times, fun, stressful, difficult and frustrating but most of all it has given me a chance to work with and get to know many Project members who I would not have otherwise met.

I want to say thank you to the AB members who worked so hard this

	<p>year to do the very best they could under sometimes very trying circumstances.</p> <p>To everyone I've worked with this past year - Thanks for the help, support and yes the criticism also. I learned so much this year.</p> <p>I wish each and everyone the very best.</p> <p>Linda Haas Davenport NC USGenWeb Project</p> <p>[Submitted by Donna Allen, Board Secretary]</p>
<b>ADJOURNMENT</b>	<b>(September 1, 2006)</b> By the NC: The August meeting is adjourned.

The full text of all BOARD-L messages can be viewed in the **threaded list archives** for this list, located at <http://archiver.rootsweb.ancestry.com/th/index/BOARD/>

Donna Allen, Recording Secretary

Please remember that minutes are a record of actions proposed and taken at the meeting, NOT all the detail about what was said by members or guests. If you have any questions or comments about the minutes, please write to **Donna Allen**.