

Date: August 17 and 25, 2020

Time: 7pm

Meeting called to order by: Chair Kevin Chambers, appointed Chair Micki Varney

Meeting Location: Virtual Meeting on ZOOM

AUGUST 17, 2020

Pledge of Allegiance

Additions to the Agenda

Approval of Minutes

- No minutes of previous meeting were available.

Officer Announcements

Presentations

- Ethics Committee Report-Micki Varney
 - Micki Varney presented the "Findings of the West Salem Neighborhood Association 2020 Ethics Committee" (resolution attached to minutes)
 - Much discussion and debate on item #2 which recommended excluding Mr. Coutis (previous WSNA Vice-Chair) from any participation on the WSNA FB page until September 2021

MOTION:

- **A motion to amend recommendation #2 so as to remove Mr. Coutis from his role as administrator and moderator but to allow personal FB posts was made and seconded.**
- The motion to amend recommendation #2 **did not pass**

MOTION:

- **A motion to accept the Ethics Committee Findings as written was made and seconded**
- The motion **passed**. The Ethics Committee Findings were adopted as written and are attached to these minutes.
- Shortly thereafter, Chair Chambers announced the subsequent resignation of Vice-Chair Mr. Coutis.

Because of the lateness of the hour, and remaining reports on the agenda, the membership decided to resume the WSNA general membership meeting on Tuesday August 25th at 7pm.

- Meeting Adjourned

AUGUST 25, 2020 7:00pm

- Chair Chambers opened the meeting and immediately appointed Micki Varney as temporary Chair to run the remainder of the WSNA meeting.

Additions to the Agenda

- Discuss amendments to stormwater Master plan
- Discussion on voting and credentialing for officer elections in October

Approval of Minutes

VOTE:

- **Motion to postpone adoption of august 17 minutes until September WSNA meeting** was made and seconded
- **Motion passed** (Yes-13, No-0, Abs-0)

Reports

- Salem Police
- City Councilors
- Land Use - Steve Anderson
 - Steve Anderson discussed amendments to the stormwater master plan. Proposed a vote in regards to amendment supporting the Marine Drive alignment at Cameo and 5th Ave.

VOTE:

- **A motion to support the amendment to the stormwater master plan** previously mentioned was made and seconded
- **Motion passed** (Yes-11, No-1, Abs-1)

- Homeless Committee - Fay DeMoyer
- Parks - Micki Varney
- Traffic and Infrastructure Transit -Nick Fortey
 - Traffic signal operations; Transportation system changes under COVID
- West Salem Business Association
- Edgewater - Steven Anderson
- Glen-Gibson Watershed - EM Easterly
 - Eola Ridge and Turnage Brook, Glen Gibson Watershed Council update.
- Inclusion and Welcoming Committee – Steve Van Pelt
 - Report and 8/13 minutes provided (see attached)
- Bridge Committee
- State Representative
- State Senator

New Business

- Discussion of Stormwater issue (see above)
- Voting and Credentials discussion
 - Executive committee expressed a need for a credentialling process that follows WSNA Bylaws yet allows for utilizing a process in a virtual environment
 - Send list of potential Vice-Chair pro tem candidates to Chair Chambers
 - EM Easterly: pro tem Vice-Chair will work with V&C committee on procedures for October Annual meeting and election of officers
 - V&C committee tasked with development and oversight of election process.

VOTE:

- **Motion made and seconded to establish an ad-hoc voting and credentials committee which is tasked with presenting an election plan to membership and to conduct vice-Chair pro tem election at next meeting.**
- **Motion passed**, (Yes-12, No-2, Abs-0)

Old Business

- Bylaws
- Send Kevin Chambers a list of persons interested in working on amendments to Bylaws

Announcements

- Micki will post the WSNA 2019-2020 goals on FB page for review

Next Meeting

- September 21, 2020 at 7pm

Adjourn

- Chair Micki Varney adjourned the meeting at ~9pm.

Equity Statement

The WSNA (West Salem Neighborhood Association) is committed to reducing equity gaps, increasing access for all, and creating a safe community for everyone.

Safety and belonging for all West Salem residents is vital. We must be inclusive in conducting business and promoting policies that protect age, race, ethnicity, gender, sexual orientation, ability, religion, and other individual identities.

The association commits to integrating equity into the fabric of our association and the delivery of public services in pursuit of equal, fair, and just outcomes for all.

Findings of the West Salem Neighborhood Association 2020 Ethics Committee

- Whereas the image of the West Salem Neighborhood Association (WSNA) has been compromised as a result of incidents observed at recent WSNA meetings and posts on Facebook (FB) sites and said behaviors have negatively affected the public perception of WSNA;
- Whereas the Officers of the West Salem Neighborhood Association (WSNA), as leaders and role models of the WSNA, must set an example of behavior that is beyond reproach;
- Whereas actions or behaviors exhibited by WSNA officers have a nexus with the WSNA;
- Whereas, at a WSNA monthly membership meeting on June 15, 2020 Mark Coutis, Vice-chair of the West Salem Neighborhood Association, repeatedly spoke out of turn and was observed by multiple individuals to have rolled his eyes and acted in an oppressive manner in response to individuals who expressed alternative views to his position on the “defunding of the police”;
- Whereas Mr. Coutis was responsible for multiple FB posts which denigrated others for their opinions, called people names, used profanity and created a hostile and unwelcoming environment;
- Whereas Mr. Coutis, on June 16, 2020, posted on his personal FB page, during a discussion regarding protesters associated with the Black Lives Matter (BLM) movement, “They need to get their asses tied to a tree and whipped !!”;
- Whereas the City of Salem received a complaint on Wednesday, June 17, 2020 referring to “...the very unprofessional comments posted by West Salem Vice Chair, Mark Coutis, on the West Salem Neighborhood Association Facebook page?”;
- Whereas, WSNA Chairman Kevin Chambers, in consultation with the City of Salem staff, formed an Ethic Committee to investigate the complaint;
- Whereas further examples of Mr. Coutis’ posted comments on both his personal FB page and the WSNA FB page include: “Nice try dickhead”, “Typical BLM destroy everything and want a paycheck”, “I condone reparations, Mother Fucker.”;

Whereas the Ethics Committee found, in its July 19th report to the WSNA membership, that West Salem Neighborhood Association officers are required to “observe in their official acts the highest standards of morality, and that their conduct in both their official and private affairs should be above reproach.”;

Whereas on July 21, 2020 Mr. Coutis, a WSNA FB site administrator, responded to a non-resident applicant wishing to join the West Salem Neighborhood Association FB page with the following words: “Keep your local queen and quit asking to join the WSNA page.” and “Weasel boy, you didn’t adhere to the rules....”;

Whereas Chairman Chambers requested that the Ethics Committee submit specific recommendations and determine a remedy for Mr. Coutis’s actions per Article X (Ethics) of our WSNA Bylaws; and

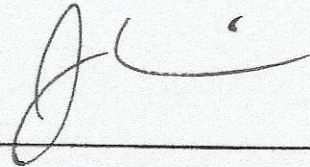
Whereas the ethics committee determined that, per Article X of the WSNA Bylaws, Mark Coutis violated the WSNA Code of Ethics; now, therefore, be it

Resolved, that the WSNA Ethics Committee:

1. recommends Mr. Coutis submit a genuine apology to the WSNA membership for his derogatory words and insulting behavior. He shall write a statement which will a) be posted on the WSNA Facebook site and b) shall be in the minutes of the next general membership meeting;
2. recommends Mr. Coutis be excluded from any participation in any WSNA Facebook group entirely until September 1, 2021. This includes any and all personal posts to the WSNA Facebook site and in his role as administrator or moderator of the site;
3. recommends the Executive Committee reaffirm the Equity Statement approved at the WSNA General Membership meeting on July 20, 2020; and
4. recommends the Equity Statement be visible on the WSNA FB site, at in-person meetings of the WSNA, and will be part of the official record for WSNA on the City of Salem’s website.

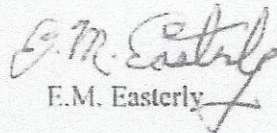
Adopted by the West Salem Neighborhood Association Ethics Committee at the conclusion of their investigation into the ethics complaint submitted to the City of Salem regarding the inappropriate behavior of WSNA Vice-Chairman, Mark Coutis.

August 10, 2020



Jim Allhiser

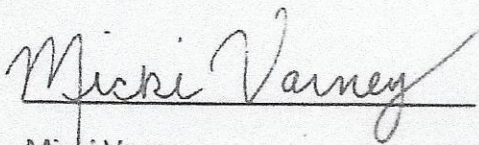
Ethics Committee Chairman



E.M. Easterly

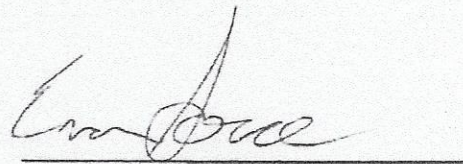
E.M. Easterly

Ethics Committee Member



Micki Varney

Ethics Committee Vice-Chairman



Evan Sorce

Ethics Committee Member

From: Mark Coutis mark.coutis@gmail.com
Subject: Re: Ethics Committee Recommendations
Date: Aug 16, 2020 at 6:38:10 AM
To: Kevin Chambers Chambers.Kevin@outlook.com,
Micki Varney mickivarney@gmail.com

I apologize that the US Constitution does not make people who don't know what they are talking about, yet believed an ex employee I fired that took a post out of context, comfortable.

I will never ever apologize for what I said about the destruction of public property.

I will never ever apologize for telling the truth.

I will never ever apologize for my right to free speech either!

It is impossible to agree with every person on every issue.

Anyone who does not support the police is fool, and supports crime.

West Salem Neighbored Association doesn't need people who don't object to rioting, looting, chaos, theft, attempted abduction, assault, burglary, or any other intentional and/or organized crime- There are plenty of them breaking the law on this side of the river already.

https://en.m.wikipedia.org/wiki/Constitution_of_the_United_States

On Tue, Aug 11, 2020 at 6:15 PM Kevin Chambers
<chambers.kevin@outlook.com> wrote:

Inclusion and Welcoming Committee

8/13/2020

5:30pm

-Formalize the committee, member, roles, functions, and goals.

- Members: Steven Van Pelt (Chair) Sara Campos, Molly Fillion

1. Call meeting to order and welcome from Chair Steve / 5 minutes

-Recap convo with WSNA Chair Kevin Chambers about formation of committee

2. Request Volunteer to take minutes for this meeting- Molly volunteered

3. Elect Officers for Inclusion and welcoming committee

-Molly Fillion was voted as Secretary by the group

-Will delay vote on Vice Chair

4. Discussion of goals of the committee based on discussion with WSNA chair

-Welcoming, Inclusion/diversity, how can we increase membership? How can we partner with other West Salem groups? Are there other locations someone can access info on WSNA and how to get involved?

-Facebook Group, suggest to Kevin that moderators meet to discuss some baseline guidelines for the WSNA FB page and its moderators.

5. New Members- At the next WNSA meeting ask if other members would like to join our committee.

6. Ending Items

7 - Announcements

8- Meeting summary

-Molly and Sara will draft mission statement for review by chair and WSNA members

-Steve will create document for speaking at the next WSNA meeting regarding our committee

- discussed some potential ways our committee can support WSNA and the community

5.4. - Date of the next meeting- September 9, 2020 at 6pm