

## July 1st special HOA Meeting

### Board members:

Doug Anderson- President

Wade Eppler- Vice President

Deb Brunton- member at large

Bruce Nagel- member at large

Alex McCrae- member at large

### Board members NOT PRESENT:

Christy Kearns

Pam Thompson

## Agenda

1. To consider concerns about the integrity of the bookkeeping system and Treasurer Pam Thompson. The goal tonight is to consider if either incompetence or integrity issues have occurred from the Pam Thompson (treasurer).

2. To consider if Pam Thompson has behaved in public meeting in such non-professional formats that her continued participation as board member is not appropriate:.

Doug Anderson presented a "Letter of Grievance" presented to Pam Thompson and the board electronically a few days after the last meeting (see next section for this letter). Pam did respond electronically to the letter a few days later (see next section). Both Doug Anderson's (President) sending and Pam's response were more than seven days before this meeting. Doug did ask Pam to consider resigning in an effort to avoid tonight's meeting and to avoid Pam's personal reputation

## Letter of Grievance

Last night's meeting was a "good news, bad news" situation.

On the good side, I have been hearing real excitement about the mission statement direction.

On the bad news side, I think 100% of our participants in last night's meeting left very concerned about how the membership dues are being handled. I am greatly concerned.

By the time I left the meeting last night, more than one person approached me separately stating Pam needed to resign. I have heard this from both board members and from members. Here were the reasons:

1. It seems completely obvious that telling people their membership has expired three months before it expires is illegal and is a form of fraud.

2. Announcing the same system had been used for at least two years made the matter worse,

as it showed at least a three-year choice to misrepresent dates the payments were due. Further, it appears members were denied access to dumpsters due to expired memberships, when in fact they had paid in previous years. They may have gained access to the dumpsters after being forced to pay dues that were already paid.

3. People were very uncomfortable with the frequent banter between Pam and the rest of the room.

4. People were very upset about jesters, eye rolling, pen tapping, and other actions Pam did that were diminutive to whomever had the floor. It looked very unprofessional.

On a personal note, I am making efforts to make members aware that as a board we had no idea people were being removed from membership before their paid-for membership expired. It certainly explains the accusations of stolen memberships over the last three years.

Considering the above issues and others I did not put in this note, I believe several things.

1. Pam should resign as treasurer effective immediately.

It is not reasonable to believe the membership dues issue was simply a careless mistake. If it was not a mistake, then actions with criminal intent occurred. If it was a mistake, then the gross incompetent nature of the problem demands a treasurer who is competent to avoid such pitfalls.

2. The issues listed here are regarding last night's meeting and do not represent a total of concerns raised about Pam as the treasurer over the last six months.

3. In the Ranches we see other owners regularly. Previous relationships are not something that stop haunting us. Further, people know much about one another. It is my belief that Pam choosing to resign will help shield her from the embarrassment of dismissing her in a public meeting.

4. As the president, it is my job to call special meetings within the Ranches. If Pam does not choose to resign, then a special early to mid-July "All- Ranch Meeting" will be called. At such a meeting, each of the concerns can be considered and put to a vote. The problem is, this would harm Pam's reputation further, and that is not a desired outcome.

Thanks,  
Doug

Letter from Pam to the Board Attached

Audit

We never said audit was complete just that it was being worked on and there were no known issues. No results at the time.

We read an email from the auditor together stating that it's in progress and not yet done. Letter attached.

#### "Cooking the books" statement

No board member has ever claimed the treasurer (Pam) is cooking the books. There have been posts addressing others concerns as to whether this is happening but no board member has ever claimed this is for sure accurate.

#### Board nominations & elections

The last board self nominated which meant those not present at the meeting couldn't hear from those wanting to run for election against those already in office.

Board doesn't feel comfortable with self nominating and that they want to go into the August meeting with the intent of letting the body make decisions.

We will request to the body to nominate board members at the August meeting and then have another all ranch meeting in October and hold the election then. If the body approves- Ballots will be sent out electronically so that all those local and non-local can vote easily.

August Meeting will be put on zoom so that all can hear and participate in nominations local or non local but we can't promise that it will be easy to hear. We will do our best.

We will present to the body at the 2022 annual meeting to vote on having nominations in the years 2023 and beyond occur in the Community meeting prior to the annual meeting so that elections can occur at the August Annual meeting going forward in good standing.

#### History:

##### Issue 1:

On multiple instances over the last year and in previous years members have claimed they joined the HOA, but their membership was never placed onto the HOA books.

It was assumed the members with unrecorded memberships had paid in cash. Though still possible in some instances a new possible explanation has arisen recently.

Early on the "Dumpster Day" Pam Thompson provided fellow board member Bruce Nagel, with a list of current members so that it could be verified that those dumping were in the HOA.

Bruce examined the membership list and discovered that his membership was missing though he had paid for his membership with a verifiable check eight to nine months earlier.

Knowing the membership roles were not accurate and out of a great concern for integrity it was determined we could not use the HOA membership roles as a way to verify who could use the dumpsters. As a result, many used the dumpsters who probably were not eligible to do so. Though the exact amount is not verifiable the dumpsters ended up costing about \$800 to \$1,000 extra it appears.

At our most recent HOA meeting the HOA President Doug Anderson, brought up that we now know for certain memberships had not been kept on the rolls for known members.

Pam Thompson responded with denial of that occurring and asked for proof. Doug Anderson pointed out Bruce Nagel and asked him to explain his own plight.

Doug Anderson asked Pam Thompson if she could explain the situation.

Pam responded with the following explanations:

That it was just a matter that she accidentally printed the list from the wrong date.

Pam explained that current members whose membership was due to come due at a future date were presented with the false claim that they were no longer members and their yearly membership needed to be paid.

When pushed on the integrity of the procedure Pam seemed to defend her action before pointing out she had done the same thing on purpose in previous years. Pam further made it clear this year's incident was not accidentally, but was on purpose to gain membership dues early.

Shortly, the explanation changed to a statement that this is how she does it every year to gain members.

Issue Two:

many complaints were made after the last meeting regarding Pam Thompson's unprofessional behavior in public meetings

After discussing the above the board decided the options for Pam Thompson and asked Doug Anderson (President) to send the letter below to her.

Letter to Pam post meeting

Pam,

Tonight the board met to discuss how best to go forward with you. "Yes, I said with you." Our goal has been and is to work with you and not throw you aside. My personal viewpoint is every member wanted to attempt to work with you and not against you

The board seemed too unanimously believe that you did not completely understand the ramifications of the format you were using to show membership at the "Dumpster Days." We believe it is a problem that must be overcome as a board for our integrity.

A great deal of the time in the meeting was spent trying to figure out how to help you succeed in "All Ranch Meetings." The concerns were your diminutive body language; your attempt to speak many times to one issue in an argumentative format, and how the finance reports are heard by our constituency or how they are perceived by the community.

We voted unanimously to ask you to continue in your role as treasurer with the follow conditions,

1) We want to create a membership management position so that you do not personally manage our membership. We believe this change would address the membership issue that developed in our last meeting and at the "Dumpster Day." We would likely make this an "Assistant Treasurer" role

2) We need an "Assistant Treasurer" to make our financial verbally present our finance reports at "All-Ranch Meetings." We believe this will protect you and reduce the antagonistic atmosphere between you and our members.

3) We need you to accept that in "All-Ranch Meeting" we want your viewpoints, but only after being called on by the chair and only once on any issue. We believe this will greatly reduce the tension between you and our members in our meetings and allow us to thoughtfully conduct business. We don't want our members to feel they are arguing with you when the raise concerns, have comments, etc

We did read your note and unanimously felt we have appropriate options in place to address each issue you raised.

Our next board meeting is July 8th at my house at 5 PM.

The board was concerned about Facebook posts that in some formats have come through you or those you are talking to. Please realize that we have plans in place to wisely and appropriately deal with the issues you raised. I believe you will be pleased with the efforts the board is making to be transparent and to help make the Ranches an even better place to live and to enjoy!

I would love an opportunity to sit down and discuss the above points with you. You're agreeing to these solutions is a condition of continuing to serve in the role of treasurer and we want you

to continue as our treasurer.

Doug Anderson & the SCRO Board

Agreement to the above letter

If Pam doesn't agree to the above requests this will be brought before the body at the August meeting.

Adjourn