

Special Board of Directors Meeting Minutes

January 7, 2023 2PM Inspire Church and Zoom

- I. **Call to Order:** by Temporary Acting President, Aimee Sissom at 2:05 PM

- II. **All Board Members present:** Aimee Sissom and Kim Frazier, Treasurer
Members present: Ron & Norma Sherin D2 L25&26, Don & Marty Parker D1 L176, Anne Murphy D1 L216, Martin & Donna Metz D3 L108&109, Steve Bighaus D2 L9, Pam & Al Robinson, D3 L118, Bobbie Dutton D1 L121, Richard & Carolyn McGuire D3 L31&32, Don Skakie D3 L102, John McCutcheon D2 L1&2, Richard Brown D1 L114, Mir Agol D1 L8, Ron & Pixie Evans D1 L122, Marsha Shaw D1 L101, Bill & Kathy Roehm D3 L117, Pam Nix D1 L100, Sue Bravard & Brad Forbes D2 L39&40, David Mireault D1 L179, Christine Minney D2 L42,43&44, James Brockway D3 L28, Mike & Karen Ball D1 L130, Mike & Annette Danielson D2 L70&71, Frank & Lori Koegler D2 L15, Destry Wood & Mel D2 L12&13

- III. **Special Meeting Business:**
Appointment of 3 new board members to fill the vacant board seats.
 - A. Kim Frazier made a motion to appoint Marty Parker to serve on the board, second by Aimee Sissom, All in favor 0 opposed
 - B. Kim Frazier made a motion to appoint Martin Metz to serve on the board, second by Aimee Sissom, All in favor 0 opposed
 - C. Kim Frazier made a motion to appoint Pam Robinson to serve on the board, second by Aimee Sissom, All in favor 0 opposed

- IV. **Questions/ Comments:**
 - Anne Murphy asked about the seat numbers of the new board members. Aimee explained that there has been confusion over that topic because when Mark Norton resigned, the person who was appointed took the incorrect seat #. Tammy Caldwell (Office and Recording Secretary) shared that we know the vacant seats are #1, 4, and 5. #4 being the seat up for election this year. Aimee and Kim promise to share that information when it is determined, possibly at the next board meeting.

- Frank Kogler asked why the number of the seat is important. Aimee explained that it is in the By-Laws and offered her explanation. James Brockway said it is for election purposes. Anne Murphy said that it is designed so that the board keeps experienced directors to help the new directors rather than starting over each year.
- Don Skakie asked for the new board members to share about their visions for the park and what skills they offer.
 - **Marty Parker** said she has been a member for 11 years, has been the Relief Caretaker, there is too much stress in the park, she would like to bring the park back together. She wants to help.
 - **Martin Metz** and his wife have been members for 7 years, he is appalled by the instability and recent decisions by board members. He brings Military experience, Army Retiree, statistician and administrative roles. He said Facebook is not official, it is peoples opinions that some people take to heart. He wants people to have confidence in the board and take some of the pressure off of current board members. He shared a quote from a friend:

“ A successful business or organization is only successful when good people want to be team players with no-nonsense leadership or management. Drama or self opportunists need to be minimized or told to leave it at home.” He said that does not mean people will not be listened to. He says the board represents the membership and the membership needs to have confidence in the board to make the best decisions.
 - **Pam Robinson** wants to be on the board to bring it back together, wants to see employees treated well, team work, and neighbors helping each other. People with personal agendas don't belong here. We need to work for the best interest of the park. She looks forward to serving and learning. She has volunteered for many organizations, worked at a bank for many years. Currently she is a disabled, stay-at-home farmer and is looking forward to the opportunity to serve the park.

- Norma Sherin said that at the next meeting she wanted the new board members to share their visions for the park. For example, another full time caretaker, full time office staff. She was concerned because of the last message that sounded like the board was just looking for volunteers but she wants to know if the board plans to hire someone. She does not believe the park can run on only volunteers.
- Anne Murphy statement: Small parks like this do run on volunteers, paid staff is necessary but a lot of the work is done by volunteers. It seems to have worked very well up until a couple of years ago and she wants to go back to that.
- David Mireault asked if the board has a mission statement or an overall objective. He did not need it answered right then.
- Don Skakie mentioned that if you are not getting emails, check your spam or promotions folders. Also, initiating an email to the office and board can help to get the emails sent to the correct inbox.
- Steve Bighaus shared his concern about an email to the full time caretaker refusing to pay overtime. He said he sent Kim and Aimee information about the legal obligation to pay non exempt employees overtime regardless of salary or hourly status. He is concerned that the park will be in legal trouble for breaking the law and the repercussions of not compensating employees appropriately.
 - Unknown person asked if this was the appropriate time to bring this discussion to the board?
 - Christine Minney answered that yes, without a doubt that meetings are the place for members to ask questions and share concerns. Otherwise these concerns perpetuate on facebook, causing more rumors and concerns.
- Sue Bravard mentioned that WA is an At Will state. She shared her displeasure with the facebook page that had useful information that is no longer in

service. She believed the info was supposed to get transferred to Town Square but it hasn't.

- Pixie Evans asked what does Associa do? She says for the amount of money we pay they should be the experts to handle payroll and provide guidance.
- Marsha Shaw shared that the park was run for 60 years primarily by volunteers until Mark Norton became President.

V. Aimee explained her experience of what happened when the board fired James Brockway. She shared that she was bullied into agreeing to fire James. She said she voted yes under duress and feels guilty about making that decision. She offered to quit the board if that is what members preferred. Show of hands indicated that the majority of members want Aimee to stay on the Board. There was discussion and comments from many members on this topic.

- Don Skakie explained that it was an Executive Session and minutes were recorded by Ken Adams.
- Christine Minney explained that legally Executive Sessions need to be announced prior to execution.
- Norma Sherin reminded the board that she would like to hear more about the Vision of the Board and plans to hire, etc.. at the next meeting.

VI. **Meeting Adjourned** by Aimee Sissom at 2:55 PM

 *March 2nd 2023*
Next Board Meeting is January 14, 2023 2PM at Inspire Church and Zoom.