

# MBR Board Meeting August 2020

Tuesday, September 8, 2020 10:48 AM

- Meeting August-21-2020
- UPON MOTION DULY MADE, SECONDED AND CARRIED, IT WAS RESOLVED THAT: MBR August 2020 meeting is called to order at 19:08.
- Those present:
  - For the board: Peter, Rheannon, David, Rosalind, Lisa, Chris, Josh
    - Roy joins at 19:35
    - Missing: Angie
  - Staff: Laura Meyer; Tex joins later during the call and leaves at some time before meeting is adjourned.
- Reading of Personnel Statement:
  - Membership present: Sheri Hargus, Angela Urso, Brian Nicholson, Jim Pankanin, Josh Brothers, JoshL (?), Mark Flexer, Ben Williamson, Brian Smith, Bob Smith
  - DSHill reads statement

*Dear members:*

*I want to make a couple of comments about personnel decisions at the Rim. I am going to choose my words to minimize misunderstanding.*

*The personnel decision made was a decision based on a vote of the full Board after a measured, thoughtful and thorough discussion. Voting was private to avoid any undue influence from individual Board members. Required processes were followed.*

*The Board has a right and an obligation to keep personnel records confidential. Accordingly, it cannot disclose such records, which limits its ability to provide a complete explanation regarding the personnel decision.*

*However, the Board asks for your cooperation and understanding that those who have been elected by the membership to represent you have fulfilled their duties as directors with the best interests of the community in mind.*

**\*\*\* END OF STATEMENT \*\*\***

- Q&A session with present membership
  - Bob Smith (14058) - Thought Christy was super helpful, but hates rumors. Wants board to reverse the decision and give her a raise.
  - Angela Urso (13023) - Angry. Doesn't like the letter or how Christy was told. Thinks Christy was great.
  - Kirsten Nicholson (12026) - Recognizes that this was a HR decision, and understands there are limits to what can be said. Wishes there had been proactive communication about the personnel changes.
  - Mark Flexer (15025) - He thinks she had some illness and the Rim should help her out. [He drops off the call while speaking.]
  - Ben Williamson (17007) - Believes finding a replacement for Christy may be difficult. Should have thought about that before taking the action. Hopes finding good help is being taken into consideration.
  - Brian Smith (17006) - Understands that it's an HR decision. He has heard that the action taken was for cause, and believes because of this she is unable to collect

unemployment [Ed: *this statement is not correct as MBR has not challenged filing and claim*]. If for cause and reason was financial in nature, board needs to order a full audit. If not financial, then need for leniency.

- Angela Urso (13023) - Wants to know what the board's plan is for managing the office.
  - Lisa: Bookkeeper (Laura) and board have been covering.
- Bob Smith (14058) - What are next steps? Executive session. What are you going to do now that you have heard the people on the call?
  - Peter: recognize this is a charged issue. Further discussion will take place in Exec Session only.
- Sheri Hargus (18006) - Would have liked better communication around staffing change. Broad statement. Wants to know to whom office reports.
  - Lisa: reiterates that can't say much. We have heard your concerns. Office reports to Lisa.
  - Peter: Putting better policies and reporting structure in place.
  
- Mark Flexer (15025) - wants more info about this.
  - Peter: reiterates that what we have said this
  - DSHill reiterates we can't say anything.
- Bob Smith (14058) - Important people...
- Rheannon - this was done by the board. Worked to make the best of this.
- 19:47 - UPON MOTION DULY MADE, SECONDED AND CARRIED, IT WAS RESOLVED THAT: the meeting should move on. All agree.
  - Angela Urso wants to know whether they can stay on the call. Answer is yes, until Executive (Closed) Session.
- July 2020 meeting minutes. UPON MOTION DULY MADE, SECONDED AND CARRIED, IT WAS RESOLVED THAT the July 2020 meeting minutes are approved; all approve. (Since Angie didn't respond to email thread to approve by mail, we need to vote on these.)
- May 2020 meeting minutes. (Josh and David not on board for this, and therefore do not vote on this motion.)
  - UPON MOTION DULY MADE, SECONDED AND CARRIED, IT WAS RESOLVED THAT May 2020 meeting minutes are approved.
  - All others approve (excluding David and Josh, who were not on the board during this meeting).
- Member to board correspondence: none.
- Directors' updates
  - President (Lisa) - Report posted. No spoken beyond written report
  - Treasury (Chris) - Report posted. Reads through his notes on financial position to membership
  - Property Standards (Peter) - Report posted. Discusses tree work/arborist, equipment purchase for Tex, capital projects, water pressure, high speed internet @ Rim.
  - Grounds and Maintenance (Roy) - focus on re-siding the clubhouse, in addition to some small repairs inside of Clubhouse.
  - Member Relations (Rosie) - Report posted. W/r/t recent fire, was very difficult contacting the owners of the property due to old contact info.
    - Contact info needs to be accurate.
    - Raised need to be more proactive with wildfire preparations. Hope we can get as many people as possible to join the fire preparedness call. There will also be separate assessments of properties. The call with Whatcom County will be broadcast to membership and held Monday, Aug-31-2020.
    - Also, people could link onto our bringing an ISA (International Society of Arboriculture) Arborist to the Rim on a quarterly basis.
  - Violations (Rheannon) -

- 12009 - Dog off leash fine. After warning, member continuing to walk off leash. Rule was changed to require leashes about 15 years ago. Fine was \$100. UPON MOTION DULY MADE, SECONDED AND CARRIED, IT WAS RESOLVED THAT: reduce fine to \$50.
  - All approve.
- 15002 - Failure to register guests/rentals. Member appealed this at last (July) meeting. She has submitted a second appeal.
  - UPON MOTION DULY MADE, SECONDED AND CARRIED, IT WAS RESOLVED THAT: MBR stay with fines and move on:
  - All approve.
- 16013 - Same deal: failure to register guests. 2nd appeal.
  - UPON MOTION DULY MADE, SECONDED AND CARRIED, IT WAS RESOLVED THAT: MBR lets fines stand with a side policy (*see, below*) not to consider second appeals w/o introduction of material new info. All approve.
- UPON MOTION DULY MADE, SECONDED AND CARRIED, IT WAS RESOLVED THAT: MBR would not accept additional appeals w/o the submission of new material information.
  - All approve.
- (15031) vegetative fire on July 31, 2020. What happened: member burned brush pile on Thursday, July 30, left MBR that evening; fire was down below duff (i.e., fire was not ignited on mineral soil, but organic soil); on Friday fire reignited and spread. Fine or not? As a teaching moment, this probably accomplished the teaching. Side: set up a clear policy on how to respond to fires. Let's leave 15031 as a warning (non-monetary fine). Arborist to evaluate burned trees.



- UPON MOTION DULY MADE, SECONDED AND CARRIED, IT WAS RESOLVED THAT: MBR sends member a warning / no fine
  - Passes with 7/8.
- Rim would benefit from having fine schedule to respond to unsafe burning. Roy and Rheannon will work on revising fine schedule for unsafe burning.
- 11024 - Member concerned about skateboards, eboards, ebikes, etc. On MBR roads. Should we be managing them?
  - UPON MOTION DULY MADE, SECONDED AND CARRIED, IT WAS RESOLVED THAT: members should abide by speed limits and WA licensing requirements
  - All approve.
  - Roy to research.
- 16020 - Failure to register guests. This has been appealed already, and board turned down additional appeal.

- Do we uphold original fine - it is due by Aug-31st.
    - UPON MOTION DULY MADE, SECONDED AND CARRIED, IT WAS RESOLVED THAT: If existing fines not paid by Aug-31st, then MBR will send a final letter to pay past fine, and will include lien threat and additional second fine.
      - ◆ All approve.
      - ◆ Additional violations accrued will garner additional fines.
    - Fine schedule - three changes were made subsequent to 2020 AGM:
      - excessive and intrusive noise added; reference that unleashed pets are allowed on grassy field behind clubhouse added.
      - UPON MOTION DULY MADE, SECONDED AND CARRIED, IT WAS RESOLVED THAT we approve these changes to Fine Schedule
      - All in favor. Passed.
- New Business
  - Gate Codes - 20-30 codes in circulation. Need to write a policy on this. Motion to shut them off. Peter wants to discuss further.
    - UPON MOTION DULY MADE, SECONDED AND CARRIED, IT WAS RESOLVED THAT we propose a Team discussion.
    - All approve.
  - Lock rekeying and inventory of keys. Roy will call locksmith to come up and assess how to rekey the locks. Assess what can be quick-keyed and standard keyed. Roy will ask for a quote on costs and options.
  - Bank cards - Peter and David will carry this through.
  - Emergency Response - tabled for later
  - Gatehouse Lease - offline - tabled for later.
  - Communication Plan - general outline; details to be worked offline.
    - Baker bits (or, As the Glacier Melts): Lisa will work with Rosie offline to set up process and people
    - Email: Letter from Pres/board scheduled to go out September/October timeframe.
    - Improvements to Web site and online UX.
    - Surveys - (Do as an add-on to Pres letter in Sep/Oct). Survey topics to be set up in Teams and surveys by Peter. Will add section on Teams
    - Membership (controlled access) to member-only section of MBR Web site
    - Physical signage within Rim.
- Executive Session - *all membership and staff depart call.*
- UPON MOTION DULY MADE, SECONDED AND CARRIED, IT WAS RESOLVED THAT: the meeting would be adjourned. All approved.