



Board of Directors Regular Meeting
October 14, 2025 6pm
Pagosa Lakes Administration Office
MINUTES

Board Attendees: Eric Johnson-President
Sasha King-Secretary
J. Turk-Treasurer
Directors: Wade Lundy, Al Pfister, Paul Zeman
via ZOOM Ben Garcia, Vice President
Barnes

Staff: Allen Roth- GM, Heather Lundy-CT,
Larry Lynch-DPE, Chris Simpson-DCS,
Ryan Graham- RA Mgr
Jen Pitcher-Lifestyles
Recording Secretary-Candace Selk

Owners/Visitors: L. Lee, K. Smith, E & M Bailey, B & D Munro, K. Raymond
via Zoom: J. Shugar, D. Mayer

1. **Call to Order** at 6:03 pm by President Johnson
2. **Verification of Quorum by Board Secretary King**
 - a. Approval of Agenda - * Motion to approve Agenda by King, 2nd Pfister. Unanimous
3. **Approval of the minutes** * Motion to approve minutes of the September 9, 2025 Regular Meeting of the Board by Turk, 2nd King. Passed. Pfister recused himself as he was not in attendance, otherwise unanimous.
4. **Disclosures of Conflicts – None.**
5. **Owner/Member comments** – Owner Lee asked when pine needle pick up is ending. Barnes replied Friday, October 31, 2025 to be announced in eblast and office posting.
6. **Staff Reports:**
 - a. General Manager’s Report as submitted by Roth. Pfister stated his appreciation for Roth’s attention to detail updating Strategic Plan line by line. Johnson summarized GM Report to attendees as it is not published. Suggestion by Pfister that Roth submit two reports one for Ex Session and another for Regular Mtg.
 - b. Treasurers Report presented by Board Liaison Turk.
 - c. Department of Property & Environment Report as submitted by Lynch. Additionally he shared recent rains increased proposed refilling of Lake Pagosa which PAWSD had recently completed sewer pipe repair. Three other lakes were recently stocked and fishing is great. Brush Collection/Mulch site will be closing in November and owners appreciate that amenity.
 - d. Department of Recreation Amenities Report – as submitted by Graham. Fall activities are underway. HVAC went down, parts expected soon for repair.
 - e. Department of Community Standards Report- “As is” by Simpson. Took a moment to thank his front desk staff and their signing of a “civility pledge” and encouraged all staff and Board Members to consider signing one as well. Zeman requested update status of a complaint about barking dogs, admitted he was owner and that many owners had submitted complaints. Simpson



clarified DCS had received only Zeman's and one other neighbors complaint and explained once again the process and update.

- f. Lifestyle Report – as submitted by Pitcher. Staff training regarding server based system is ongoing. Winter Newsletter deadline is approaching.

*Motion to accept Staff Reports as presented by Lundy, 2nd Pfister. Unanimous.

7. Committee Reports:

- a. ECC Liaison Report September 2025 Meeting Minutes by Board Liaison Lundy.

*Motion to accept ECC Liaison Reports as presented by Pfister, 2nd Turk. Passed. No acknowledgement either aye or nay by Zeman.

- b. Finance Committee – 2026 Budget Presentation/recommendation - See below in 9. New Business b. 2026 Budget First Draft Review.

8. Unfinished Business

- a. Insurance Policy Update – Three bids had been received and sent to all Board members to vote/approve.

*Motion to ratify the auto insurance policy email vote results by Pfister, 2nd Turk, Zeman opposed. Passed.

- b. Capital Improvement Plan Update. GM Roth reported all committees except Garden had submitted Plans prior to deadline of October 6, 2025 and he had created spreadsheet with large and small project requests which Roth requested Board members to review, Johnson will email a selection of dates for a Work Session which owners may attend but not participate. Board approved Youth Committee to apply for a 100% grant due this coming Friday October 17, 2025 from "Game Time" for outdoor youth playground equipment. Owner Mayer commented due to budget constraints prioritizing capital projects is of utmost importance. An Owner Survey will be developed to prioritize community input for both Capital Improvement and Strategic Plans.

*Motion to commit \$45K as matching for GameTime play equipment by Johnson, 2nd by Pfister. Passed. No acknowledgement aye or nay by Zeman.

9. New Business

- a. Strategic Plan Review GM submitted to board in their packet the status of all the strategic goals and objectives in the plan. The staff has done a great job accomplishing most of the goals and objectives and many are ongoing. Recommendation for the Board to schedule time to revisit the Strategic Plan and update.
- b. 2026 Budget First Draft Review – Roth summarized Budget Draft reminding all of the dramatic \$377K deficit entering into the 2026 fiscal year due to: 1. Increase in Property and Liability insurance 2. Anticipated 36 % increase in Health Insurance and 3. Wyndam withdrawal/bankruptcy of several townhome/condo communities resulting in revenue losses of 3x multiplier of those units, Rec Ctr fees, and fishing permit fees. \$100K carryforward, utility



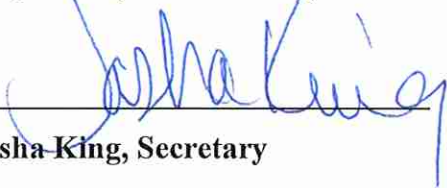
PAGOSA LAKES
PROPERTY OWNERS ASSOCIATION

expenses anticipate minimum 10% increase. Reserves 18% increase, (actually a contribution reduction) forego replacement of dam headgate (which split ½ costs with PAWSD – not applicable to Operations only Reserves). No Capital projects resulting in decrease of funds transferred. Proposed increase in annual dues of \$25.00 from \$335 to \$360 (\$2.90 per month), Board Members asked the GM about creating alternative draft budgets with a focus on keeping reserve and capital fund transfers relatively stable. GM responded that he has done alternative budgets in the past and could provide alternatives for the board to view. Kendall Smith, Finance Chair stated the draft was great, though several top expenditures were of concern. Foremost Employee Salaries and Benefits, which she requested access too. A lively discussion followed led by King regarding confidentiality of employee salaries, benefit packages. Lundy recused himself from discussion regarding employee compensation. Owner B. Munro expressed her opposition to any access to employee benefits, Owner Mayer; previous Board President, stated that in 2020 the Board of Directors took the position that balancing the budget should never be placed on the backs of employees. Owner Shugar suggested “hunkering down” on other line items. Thoughts regarding entering into Executive Session to further discuss access to personnel files, Garcia suggested getting legal advice, Roth suggested tabling further discussion until consulting with legal with Johnson and Turk in attendance

10. Owner/Member comments incorporated above.

11. Motion to adjourn at 8:47pm by King, 2nd Pfister. Unanimous.

Respectfully submitted by:



Sasha King, Secretary



Candace Selk Barnes, Recording Secretary