



**Board of Directors Regular Meeting  
February 10, 2026 6pm  
Pagosa Lakes Administration Building  
AGENDA**

- 1. 6:00 pm Call to Order**
- 2. Verification of Quorum by Board Secretary**
  - a. Approval of Agenda
- 3. Approval of the minutes**

**January 13, 2026, Regular Meeting of the Board**
- 4. Disclosures of Conflicts**
- 5. Owner/Member comments (individual comments are limited to three (3) minutes)**
- 6. Staff Reports:**
  - a. General Manager's Report
  - b. Treasurers Report
  - c. Department of Property & Environment Report
  - d. Department of Recreation Amenities Report
  - e. Department of Community Standards Report
  - f. Lifestyle Report
- 7. Committee Reports:**
  - a. ECC Liaison Report January 2026 Meeting Minutes
  - b. Garden Committee 2025 Year End Report
- 8. Unfinished Business**
  - a. Capital Improvement Plan Update
  - b. Possible Construction of K-8 School in PLPOA
  - c. STR Resolution 2021-11 – Short Term Rentals
- 9. New Business**
  - a. AARP Colorado Grant Opportunity
  - b. Board Director Conduct
  - c. Utilization of Finance Committee
  - d. Insurance policy - Lakes, piers, docks, and dams
- 10. Correspondence**
- 11. Owner/Member comments (individual comments are limited to three (3) minutes)**
- 12. Adjournment**



Board of Directors Regular Meeting  
January 13, 2026 6pm  
Pagosa Lakes Administration Building

MINUTES

Board Attendees: Eric Johnson-President  
Ben Garcia-VP, J. Turk-Treasurer,  
Directors: Wade Lundy,  
Al Pfister, Paul Zeman  
Sasha King-Secretary by written PROXY

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

Owners/Guests: K & R Betts, B. Munro, L. Jeraty and from Habitat for Humanity; M Bergon & L. Ballard.  
Via ZOOM: C. Fitzgerald, K. Hanson

1. Call to Order at 6 pm by President Johnson
2. Verification of Quorum by Board VP Garcia
  - a. Approval of Agenda \*Motion to approve Agenda by Lundy, 2<sup>nd</sup> Pfister. Unanimous w/King proxy.
3. Approval of the Minutes
  - Motion to approve BOTH the December 9, 2025; Executive Session Minutes AND the Regular Meeting of the Board Minutes by Turk, 2<sup>nd</sup> Lundy. Unanimous w/King proxy.
4. Disclosures of Conflicts - NONE
5. Owner/Member comments - NONE
6. Staff Reports:
  - a. General Manager's Report – Roth stated no changes to submitted report, emphasized his gratitude to Sherrie Vick (DCS) for her breadth of knowledge she brought to PLPOA from her years at Arch County. She is retiring March 31, 2026 and will be attending Feb '26 BOD meeting.
  - b. Treasurers Report – by Treasurer Turk. CT H. Lundy requested a motion from board for signature changes to credit card account. Additionally she reported on status of four CD's maturing soon asked Boards preference for length of roll over for each.
    - Motion to add Allen Roth, GM and Heather Lundy CT as business officers to credit card account by Turk, 2<sup>nd</sup> Garcia. Passed.
    - Motion to remove previous employees Katherine Benoit and Leslie Lewis from same account by Turk, 2<sup>nd</sup> Garcia. Passed.
    - Motion to roll over at their maturity dates the following: Emergency Fund \$125K for another 3 months. Reserve \$175K, Capitol \$150K and Operating \$50K for 9 months each by Turk, 2<sup>nd</sup> Pfister. Passed.
  - c. Department of Property & Environment Report – No changes to the report per Lynch. Crew has been working on various outdoor projects with mild weather. Meeting with Davis Engineering soon regarding resurfacing N. Pagosa trail. GM Roth added that Lynch will be attending and accepting on behalf of PLPOA an award from Wildfire Adapted for our continuing mitigation of the greenbelts. Several Wildfire Ambassadors who live within the PLPOA will also be recognized.
  - d. Department of Recreation Amenities Report – Graham conveyed his appreciation to Program Director E. Tlachac for her ability to create and switch up programming from “snow/outdoor” activities to new programs such as Teen Cooking class, additional community CPR classes, Dad/Daughter Dance, Finance



for Teens (filling out FSFA forms etc.), and perhaps a simple basic auto mechanics class. Graham will also be starting beginner swim lessons for Adults.

- e. Department of Community Standards Report – Simpson provided a summary of 2025 accomplishments and partnerships.
- f. Lifestyle Report- as submitted by Pitcher.

\*Motion to accept Staff Reports as submitted by Lundy, 2<sup>nd</sup> Pfister. Unanimous with King proxy.

#### 7. Committee Reports:

- a. ECC Liaison Report December 2025 Meeting Minutes presented by Board Liaison Lundy.
- Motion to approve ECC Committee Report by Turk, 2<sup>nd</sup> Zeman. Unanimous w/King proxy.
  - i. Habitat for Humanity: End of 4<sup>th</sup> Year Update on “15 Builds in 5 years”. Ballard and Bergon presented an informative update to the board and forecast for upcoming builds in 2026. Requested fee waivers all construction applications.

\*Motion to approve H4H waiver for construction fees by Lundy, 2<sup>nd</sup> Pfister. Unanimous w/ King proxy.

#### 8. Unfinished Business

- a. Capital Improvement Plan Update – Discussion in relation to setting work session date of all Board members and representatives from each of the Subcommittees and proposed Capitol projects. Roth encouraged BOD members to review previously submitted plans, he will email those to each member again. Board agreed to set meeting date of Thursday, February 12, 2026, 5:30pm.
- b. Possible Construction of K-8 School in PLPOA – Review of discussion between several School Board members and PLPOA board members held several weeks ago was positive. School Board is holding meeting this evening with possibility of final choice between two sites being named.

#### 9. New Business

- a. STR Resolution 2021-11 – GM Roth had provided BOD members with a 5 page synopsis and history in relation to both Resolution 2021-11 and Resolution 2021-15. Discussion followed.

\*Motion to leave Resolution 2021-11 as is by Lundy, 2<sup>nd</sup> by Johnson.

Lengthy discussion with Owner comments and interaction with BOD members continued regarding 3x multiplier and benefits to STR owners.

\*Vote on Motion above- Ayes: Lundy, Johnson & King proxy. Nay: Pfister, Turk, Garcia and Zeman. Motion failed.

\*Motion to leave policy in place while Board reviews alternatives by Zeman, 2<sup>nd</sup> Turk. Ayes; Johnson, Garcia, Truk, Lundy, Pfister, Zeman.

Board requested that GM Roth invite previous BOD Director/Presidents involved with Resolution 2021-11 to the Feb 10, 2026 meeting to discuss as agenda item in Old Business, Owner K. Hanson requested STR owner representation comments be allowed, per President Johnson this will be a board member only discussion.

- b. Re-opening of Cascade Ave to commercial traffic – Director Pfister led the discussion regarding Cascade Avenue. Though a mute point now as the Board of County Commissioners declined opening Cascade to commercial traffic, he will monitor any additional update/changes and keep the PLPOA BOD informed.

10. Owner/Member comments - Owner Munro asked if STR 3x multiplier was related to Wyndam 3x multiplier.



**PAGOSA LAKES**  
PROPERTY OWNERS ASSOCIATION

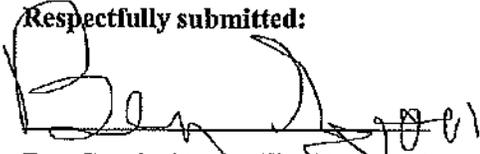
Owner K. Betts requested BOD members to consider possible bias of previous Board regarding Resolution 2021-11.

11. **Correspondence**- Email from Owner K. Hanson was discussed with same as she was in attendance via Zoom.

She appreciated the BOD's decision above to continue dialogue and gathering of history into Resolution 2021-11.

12. **Motion to Adjourn** at 8:27 pm by Zeman, 2<sup>nd</sup> Lundy. Passed.

Respectfully submitted:



Ben Garcia, Board Vice President



Candace Selk Barnes-Recording Secretary

Motion to approve Minutes of the January 13, 2026 Regular Meeting of the Board by Lundy, 2<sup>nd</sup> Johnson

Unanimous / Passed

- **NOTE** – Minutes were approved via email (1/14/2026) due to importance of document signature required to secure the needed changes to update the credit card signers.

**Pagosa Lakes Property Owners Association  
General Managers Report  
February, 2026  
By: Allen Roth, CMCA®, AMS®, PCAM®**

**Governance**

**Budget:** The approved 2026 budget has been posted online; a budget summary was published in the Winter newsletter going to every owner's residence on record. The new Rec Center fees have been implemented to start the new year.

The Owner's Meeting was held on January 24. In keeping with CCIOA, owners have the opportunity to show up to the meeting and either ratify or veto the 2026 budget. The requirement is that a majority of all PLPOA owners must be present at the meeting and vote to veto the budget. This required 4,664 owners to be present and all voted to veto. Heather and I were there to record those in attendance and accept their votes and answer any questions owners may have regarding the budget. We received 4 proxies and did not have anybody to show up to the meeting.

**Dues Assessments:** The 2026 dues assessments were charged to all owner accounts on January 25. Emails went out to property owners that provided them with information to set up recurring payments or make a one-time payment. ACH payments were charged to the owner's accounts on February 1. Statements have been mailed out to all owners.

**Audit:** Please keep in mind that the monthly financials are not being provided until after the audit when fiscal year 2025 has been officially closed out. McMahan and Associates are scheduled to begin the audit on February 16. Heather has begun providing them information in advance. They will have the audit completed to present to the Board for the April 14 meeting.

**STR History:** I provided a summary regarding STRs for the last meeting. The summary leads to a previous Board ultimately passing a Resolution to assess STRs 2X the dues. Upon the Board's request, I contacted Dan Mayer, past PLPOA Board President and board member who did a lot of the research leading up to Resolution 2021-11. He agreed to speak with the Board and answer any questions you may have. He is currently in Arizona and will be attending via zoom.

The most important information to remember is that the Resolution is based on the 1983 Supplement Declaration of Restrictions, allowing assessments to be based on the benefit each lot derives from the Association, its size, value or other pertinent factors determined by the Association. The Board determined that a vacation rental permit is a benefit. So, the STR multiplier on assessments is solely based on a lot obtaining a permit and receiving funds for renting their property. The multiplier does not have anything to do with the added use of recreation amenities, staff hours or services. The benefit they receive is renting their property.

Another very important piece of information to keep in mind is the budget set for \$295,650 of revenue from STRs. Eliminating the STR multiplier creates a huge deficit. This deficit will increase when Wyndham demands equal treatment resulting in another \$180,310. A total revenue deficit of \$475,960.

## **Business**

**Capital Improvement Plan:** Reminder the meeting for the capital improvement plan is Thursday, February 12 at 5:30. At the Board's request I emailed the spreadsheet listing all the submitted projects from the various committees. Committee representatives have been invited to speak to the Board providing information on their projects and to answer any questions. Discussion will have to take place prioritizing the projects to place on a survey sent out to owners. There is currently not any timeline for updating the plan. The 2026 budget reflects that there is not any capital projects scheduled until the plan is updated. However, it was approved to use \$45,000 of capital funds as a match for the Gametime grant if approved for the construction of play equipment at the Rec Center. Not accounting for the play equipment funds, the capital improvement fund balance with the 2026 transfer will be \$1,049,322.

**Fire Mitigation Plan:** We are working on site locations to continue our greenbelt wildfire mitigation. We are entering the final year of our 5-year plan. I will be working with Bill Trimarco, Wildfire Adaptive Partners to assist with grant funding. Last year we received 50% of the costs from Wildfire Adaptive Partners. We will be looking to receive grant funding again this year. We completed all the large tracts of greenbelts throughout the Association and will be focusing on the smaller tracts running in between neighborhoods. We will be developing specifications for the RFP and sending it out for bid in preparation for the spring.

**Mailbox sites:** In the Reserve budget for 2026, there is \$40,000 for mailbox repair and improvements. All these funds will be used to purchase additional CBUs to keep up with demand. Especially with the UPS store closing and costs for renting a box at the post office going up so high. Despite numerous meetings, the Post Office fails to inform us when they have run out of box space. The Post Office instead informs owners that it is PLPOA's fault and they need to contact us. We will not install new CBU's without knowing the availability. It is unfortunate to find out from owners and not from the Post office that more boxes are needed at certain locations. There is also the issue that some mail carriers' contract for the number of boxes is maximized and they will not deliver no matter how many available boxes there are and the demand. We have over 30 locations within PLPOA and we will continue installing new CBUs where they are needed.

**Housing Action Plan Strategy Group:** I attended the first meeting on January 22. The group is made up of about 12 community leaders with the purpose of developing a Housing Action Plan.

The plan will identify actions in response to the housing needs assessment. The goal is to have a plan in place this summer for the Town and County to adopt.

The issue is that employers can't fill jobs, teachers and nurses are priced out, and seniors worry about staying in their homes. Housing costs have outpaced what most can afford. Some interesting data. Federal programs use 30% as the affordable threshold for households to spend on housing. The median rent is \$2,237 - \$2,783 / month. This is only affordable for households earning 120% AMI. The median home price is \$553,500 only affordable for households earning 200% AMI. So, a teacher earning \$65,300 can afford \$1,633 per month in rent and the median rent is \$2,237-\$2,783. A healthy rental market is 5-7 % vacant. Archuleta County's vacancy rate is 0.5%. resulting in rents increasing 57% since 2012. Home prices have increased 56% since 2020. 17% of vacant employment positions are going unfilled during peak season. This is a small sample of data regarding the housing problem. Obviously, PLPOA has the majority of housing in the County and thus why we have been invited to the group.

### **Community**

**Healthy Archuleta & PLPOA Grant Partnership:** Healthy Archuleta is proposing to partner with PLPOA to apply for a grant for the community gardens here in PLPOA. The grant is through AARP Colorado. The amount can be up to \$15,000. The funds would be awarded to Healthy Archuleta who would in turn reimburse PLPOA for the expenditures approved in the grant. An information sheet regarding the grant and proposed requests for the Vista Community Gardens is in your packet. The grant application would be to conduct an access audit for age-friendly access to the gardens. Based on the audit, making improvements to pathways and surfaces, provide benches, signage and gathering and teaching spaces. The application would also contain a request to provide various workshops regarding gardening for owners aged 50 and over. PLPOA has previously partnered with Healthy Archuleta. A substantial grant was obtained for the construction of the community gardens and the development of the garden committee.

**Archery Range:** JoAnn with the Wolf Creek Gun and Bow Club informed me that it is looking positive for them to receiving a final contract for the archery range grant. The grant is with CPW for \$63,000 for the development of the Archery Range on the PLPOA Greenbelt off Bonanza Avenue per the Lease agreement. The grant has been held up since the new administration began stopping federal grant funds.

**New School in PLPOA:** The Pagosa School Board voted to choose the Vista site for their new proposed school. I spoke with Rick Holt, School Superintendent, offering our assistance through eblast to communicate to owners' additional information regarding the school. We agreed that PLPOA should not put out any information regarding the school project without it going through the School first to avoid any misinformation. A new K-8 school in Vista will definitely have an impact on PLPOA. It will be something to keep in mind when it comes to the capital improvement plan.

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**INTEROFFICE MEMORANDUM**

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**TO:** JONATHAN TURK

**FROM:** HEATHER LUNDY

**SUBJECT:** ACCOUNTING NOTES FOR JANUARY 2026.

**DATE:** January 31, 2026

As of January 31, 2026, the Association has received \$45,990 or 2.07% of the total billed 2026 regular assessments of \$2,218,105. For the same period in 2025, the collections were approximately \$58,500 or 3.0% of the total of \$2,034,455 billed.

**Certificates of Deposit as of January 31, 2026:**

<b>MATURITY</b>	<b>RATE</b>	<b>VALUE</b>	<b>FUND</b>
2/17/2026	3.85%	\$75,000	Operating
3/20/2026	4.1%	\$35,000	Trails Reserve
4/21/2026	3.65%	\$125,000	Em Operating
10/20/2026	3.7%	\$241,000	Capital
10/26/2026	3.7%	\$175,000	Reserve
10/30/2026	3.75%	\$150,000	Capital
11/13/2026	3.65%	\$19,000	Capital
11/13/2026	3.65%	\$222,000	Reserve
11/19/2026	3.65%	\$208,000	Reserve
12/18/2026	3.95%	\$35,000	Trails Reserve

## DEPARTMENT OF PROPERTY AND ENVIRONMENT

### FEBRUARY, 2026 BOARD REPORT

By Larry D Lynch

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- 1. Lakes and Fisheries** – The four lakes are in good condition heading into the latter part of the winter. Lakes are near full spill elevation thanks to the heavy rains we received back in October and water quality is good. Unfortunately, we are stuck in an extreme dry and warm winter pattern and that could definitely be an issue for us as we head into spring and summer with water availability and water quality. Time will tell. So far we have not seen much solid ice forming on the lakes, it's just been too warm. Looking more and more like there will not be much of an ice fishing season this year. I have been in communication with our fish suppliers about spring stocking and have orders placed and arranged for late March or early April first round of spring stocking including trout and bass and possibly some crappie as well. I will submit a full summary of the spring stocking in the March board report as soon as we get things finalized. All lake aeration systems are up and running at full capacity. I did get our required NPDES report submitted to the State at the end of January, a required permit for the application of any algaecides and aquatic weed control herbicides in the lakes. A summary of the 2025 season applications was included in the report and application.
- 2. DPE Projects** – THE DPE crew has been busy the past few weeks working on a number of projects. We were able to handle a couple of hazard tree removal projects in the greenbelts in January, large trees that required climbing and piecing out and removal; work on a drainage/inlet area on Lake Pagosa, erosion control rip-rap installation; Christmas tree pickups in January (over 120 trees); some limited snow removal with a couple of smaller storms; vehicle and tractor maintenance projects; interior painting of the clubhouse; electrical work at the Rec Center; lake park areas willow thinning and trimming; regular janitorial duties and a number of other regular maintenance projects. Looking forward to hopefully some winter weather arriving this month.
- 3. Greenbelt thinning 2026** – Allen and I will be meeting with Bill Trimarco, Wildfire Adapted Partnership, here in early February to discuss our 2026 scope and plan for continued greenbelt thinning operations. We have made a lot of progress in the past 4 years, mitigating several hundred acres of greenbelts in conjunction with WAP and receiving cost assistance grants to help offset the expense of these projects. We once again qualified for a grant in 2026, a 50% cost share grant, that will allow us to make another big push in getting the bulk of the greenbelts treated and mitigated this summer. We have identified eight to ten greenbelt tracts for treatment this spring and summer, will be meeting with Bill to finalize a plan and will be putting together an RFP this month seeking bids for the work. We hope to have some project bids for board

consideration in early spring and could potentially start on work shortly thereafter. This is shaping up to be a concerning summer for wildfire activity, and we will need to be conscious of this going into our projects. We have successfully mitigated most of the larger greenbelts in need over the past 4 years, and with the plan we have this year (year 5 of our 5 -year plan) we feel like we should be close to mitigating all of the larger and mid-sized greenbelts in the community that were in need of it. We will probably still need to do some smaller projects in the coming years but should be in good shape at this point with regard to overall mitigation work.

4. **2026 Goals and Objectives** – We developed a list of goals and objectives for 2026 for my department in January, something we do every year. This gives us a good guide and set of goals to accomplish in the coming year. We plan to accomplish quite a number of projects and improvements this year; highlights of a few include planning and implementing aquatic weed and algae control measures in the lakes; implement a fish stocking program and run the fishing programs for the community; lake use regulations enforcement; a number of dam maintenance projects; boat ramp improvements; lake aeration system maintenance; parks and trails improvements; building and facility improvements; noxious weed control efforts; mailbox improvements; lawn and grounds maintenance and landscaping projects; community garden improvements; National Forest fence improvements; greenbelt thinning and mitigation work; regular brush collection and chipping operations to help reduce wildfire fuels in the community; working with the committees to facilitate meetings and recommendations to the board of directors; and a couple dozen other smaller projects.
5. **Mailbox Projects** – we will be receiving a fairly large order of mailbox units early this month and have plans to begin installations soon to help handle demand in the community. We are seeing a strong increase in demand for more mailbox availability in the community over the past 2 or 3 years, but that seems to be going up even more with the recent closure of the UPS Store over near City Market. A few hundred people were receiving mail at this location who are now scrambling for boxes. It can be a little complicated at times trying to sort out where boxes should go and can go. The Pagosa Lakes community is served by 4 or 5 independent delivery carriers who are under contract with the Post Office. We are installing boxes where we understand they are needed and will continue to do so. We have implemented a number of mailbox infrastructure improvements over the past 4 or 5 years with new and improved locations built and constructed in Twincreek, Lake Forest Estates, Vista, Meadows II, III and IV, and Highlands. We have also constructed new concrete pads and extensions at a number of other mailbox sites. This year it looks like we will be focused on handling growth due the UPS Store closure and other areas of growth in our community and installing new boxes and expanding concrete pads in a number of locations.



**Pagosa Lakes Property Owners Association**

**Regular Board of Directors Meeting**

**Recreation Center Report**

<b>Attendance report for January</b>	<b>2026</b>
Timeshare Sign Ins	1,621
Member Sign Ins	7,737
Total User Attendance	9,358
<b>Programs and Activities Attendance</b>	
All programs in Aerobics Room	118
Water Aerobics	84
Racquetball	90
Basketball	91
Lap Lane	991

## Manager's Summary

January was a busy month driven by New Year's resolutions, though overall attendance was slightly lower than in January 2025. The Recreation Center has also seen reduced Wyndham participation due to the loss of Mountain Meadows, Elk Run, Masters Place, and Village Pointe.

I have begun exploring potential changes to the membership structure. One option under consideration would offer a reduced membership rate for property owners who are current on annual dues, compared to long-term renters. Further analysis is needed to determine the revenue impact of this change.

Additionally, I am gathering bids for the development of a 60-yard natural grass field near the park and dog park. This space would expand spring-through-fall programming opportunities.

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### Recreation Center Monthly Comparison

	January 2026	January 2025
Total Attendance	9,358	9,471
Wyndham Check-Ins	1,621	2,021
PLPOA Member Attendance	7,737	7,450

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## Events & Programs

### CPR Training

The CPR/AED for Professional Rescuers (CPRO) program prepares professional-level responders to manage breathing and cardiac emergencies involving adults, children, and infants until advanced medical personnel arrive. The course has been updated to current International Liaison Committee on Resuscitation (ILCOR) guidelines and incorporates American Red Cross Aquatic Guidelines and Best Practices, based on scientific evidence reviews conducted by the Red Cross Scientific Advisory Council.

### Course topics include:

- Rapid assessment
- Ventilations using a resuscitation mask
- Two-rescuer bag-valve-mask use
- CPR and AED (single, two-rescuer, and 4-rescuer team response)
- Obstructed airway care (responsive and unresponsive victims)

Course dates and details are available on the PLPOA Recreation Programs webpage.

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### Swim Lessons

March swim lesson dates have been released. Two beginner classes and one intermediate class will be offered. [Swim Lessons | Pagosa Lakes Property Owners Association](#)

### Pagosa Lakes Porpoises Swim Team

Practices begin in February, with three practices per week starting in March. Scheduling and fee information is available on the Porpoises Swim Team webpage. [Porpoises Swim Team | Pagosa Lakes Property Owners Association](#)

### Aquaphobia (18+)

This beginner-level class is designed for adults with a fear of water. Instruction focuses on a calm, supportive environment emphasizing relaxation, breathing

control, water comfort, floating, and basic movement. Progression is individualized, with the primary goal of building confidence and reducing fear.

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### **Facilities & Maintenance**

- Ongoing water pressure issues have been identified at locker room sinks in both the men's and women's locker rooms. Shower pressure remains normal.
- New filtration pumps have been ordered for the lap pool and jacuzzi, providing backup for critical pool equipment.
- A new boiler for the lap pool has arrived. While the original unit was still functional, replacement was appropriate due to age.

## Pagosa Lakes January Community Standards News

In the recent Pagosa Newsletter, “Community Standards News – Winter 2026, we wrote about the house check program, offered at no cost to members in good standing by the Community Standards team, who conducts exterior inspections and communicates directly with the homeowners about issues.

We had questions from homeowners and would like to follow up.

1. If something is found, or an issue, we report directly to the homeowner unless otherwise authorized. The PLPOA “suggested” service provider is available upon request.
2. Are the DCS staff looking for violations? No, we are NOT looking for violations. The monthly house checks conducted by DCS serve as an initiative-taking management tool to support community standards, ensure safety, and protect property values.
3. Is the DCS staff qualified to perform exterior inspections? Yes, each inspector is a qualified inspector, and/or under the supervision of the DCS Manager, who is a Qualified Stormwater Manager, Engineering & Building inspector, as well.
4. Upon request, property compliance consultations are available, considered in-formal with the objective of education, and being in front of compliance. Community partnerships, combined efforts, along with property managers, are welcomed.
5. If I have questions, or would like to sign up, who do I contact? Please contact the Department of Community Standards Manager, Mr. Chris Simpson, email is [dcs.mgr@plpoa.com](mailto:dcs.mgr@plpoa.com), or you can always visit the website <https://www.plpoa.com/>

## DCS Trends - January 2026

This year we are tracking community standards trends, performing analysis for crucial historical data into actionable, forward-looking insights, enabling us to move from reactive decision-making to proactive, strategic planning. It identifies patterns, property shifts, and behaviors, allowing the Department of Community Standards to optimize resources, predict demand, mitigate risks, and gain a competitive edge. These trends will illustrate more information as we report each month, and on the back side collecting historical data for comparison.

<u>Descriptions</u>	<u>January</u>	<u>YTD</u>
Projects	21	21
Concerns	84	84
Violations	25	25

The Pagosa Lakes Property Owners Association's Department of Community Standards goal is compliance using engagement, education, and outreach methods, not violations or fines. We have

found that using this philosophy, most of the time, it works. Sometimes, enforcement procedures raise the level of violations, fines, or legal.

\*Reference –

The Environmental Control Committee Liaison Report 2026, 2025, 2024, 2023.

### **DCS Digitalization –**

The homeowners have spoken! Soon, the Department of Community Standards will be transitioning to an electronic digital workflow, enhancing operational efficiency, reducing costs through automation, and improving customer experiences to remain competitive. It enables data-driven decision-making via real-time analytics, boosts productivity by streamlining workflows, and increases agility to adapt to market changes. Digitalization also secures data, fosters innovation, and supports scalable growth. Embracing digitalization is essential for modernizing operations and staying relevant in a rapidly evolving business environment.

### **Community Standards Outreach Opportunity -**

The PLPOA Community Standards team is taking proactive, collaborative steps towards reducing its wildfire risk, with on-going community outreach programs, and will be offering education opportunities, creative innovative construction practices, throughout the year.

Presentation by: TRULOG

Date: February 18, 2026

Time: 9:00-11am

Location: 230 Port Avenue, PLPOA Administration Building, conference room.

RSVP – Holly, [applications@plpoa.com](mailto:applications@plpoa.com), seats are limited.

Is steel log siding fire resistant?

Yes. TruLog steel log siding has a Class A fire rating, which is the highest fire safety classification for siding materials. This is a major benefit for homes in wildfire zones, mountain regions, and rural areas where real wood siding creates significant fire risk.

<https://www.trulogsiding.com/>

### **Employment Opportunity -**

Administrative Assistant / Office Support

Pagosa Lakes Property Owners Association – Pagosa Springs, CO

Pagosa Lakes Property Owners Association (PLPOA) is seeking a motivated and organized Administrative Assistant to join our team. This position plays a key role in supporting daily operations and providing excellent service to our members and the community.

Position Overview

The Administrative Assistant facilitates a broad spectrum of administrative and front-office responsibilities across multiple departments. This is a growth-oriented position, with responsibilities expanding throughout the year as training progresses.

This is a full-time position with benefits.

The role will begin with focused training in the Department of Community Standards, supporting building, planning, applications, and permitting. Over time, the position will also assume duties of the Current Office Receptionist, serving as a primary point of contact for owners, residents, and visitors. Please contact Jen Pitcher, [jenp@plpoa.com](mailto:jenp@plpoa.com) or Chris Simpson [dcs.mgr@plpoa.com](mailto:dcs.mgr@plpoa.com)

Thank you,

Christopher Simpson, Community Standards Manager  
Pagosa Lakes Property Owners Association

# Pagosa Lakes Property Owners Association

Feb 10, 2026

Jenifer Pitcher

## Department Update

### Public Relations / Lifestyle / Tech

#### E-Blast

Our new digital e-blast goes out today — **February 3, 2026** 🌈

#### PLPOA Lifestyle – Clubhouse Rentals, Services & Offerings

As the rental season ramps up, Lifestyle does not have any additional hosted events beyond our ongoing groups and clubs at this time. Our next Lifestyle-led event will be the **Spring Flea Market**, planned for mid-May.

Summer bookings are well underway for Clubhouse use. At this point, there are **three Saturdays still available between now and August**.

#### CMIA Conference

Planning for the CMIA Conference is off to a strong start. The conference is scheduled for **April 26–29**, with **The Springs Resort & Spa** confirmed as our host hotel and home base. Planning continues to move forward with collaboration among local partners, services, and experiences.

#### Technology Updates

While the steps may feel small, the impact is massive. We have successfully migrated **eFile into OneDrive**, which is a major improvement for DCS operations. To put this into perspective, the file transfer alone took **five full days** to complete — highlighting both the scale and importance of this transition.

#### Clubhouse Rentals & Activities Calendar

Ongoing updates continue to be reflected on the activities and rentals calendar.

8	9	10	11	12	13	14
● 12:30pm Spiritual Experience	● 9:30am Line Dancing (Beginn ● 1pm Games Group ● 5:30pm New Owners Recepti	● 8:30am Tai Chi with JUNE ● 12pm Bridge ● 5:30pm Zumba ● 5:30pm Board Meeting Execc ● 6pm MONTHLY BOARD MEET	● 10am Call ahead Line Dance ● 1pm Games Group	● 8:30am Tai Chi Chih ● 10am Fitness with June ● 12:30pm Bridge ● 12:30pm Bridge	● 10:30am Bridge lessons ● 12pm Friday Bridge	Valentine's Day
15	16 Presidents' Day	17 ● 8:30am Tai Chi with JUNE ● 9am DCS Team ● 12pm Bridge ● 5:30pm Zumba	18 ● 8:30am ECC Work Session ● 10am Call ahead Line Dance ● 1pm Games Group	19 ● 8:30am ECC Meeting ● 8:30am Tai Chi Chih ● 10am Fitness with June ● 12:30pm Bridge ● 12:30pm Bridge	20 ● 10:30am Bridge lessons ● 12pm Friday Bridge	21 hold
22 ● 1pm ecstatic dance	23 ● 9:30am Line Dancing (Beginn ● 1pm Games Group	24 ● 8:30am Tai Chi with JUNE ● 9am Allen-Vista Conf. Room ● 12pm Bridge ● 5:30pm Zumba	25 ● 10am Call ahead Line Dance ● 1pm Games Group	26 ● 8:30am Tai Chi Chih ● 10am Fitness with June ● 12:30pm Bridge ● 12:30pm Bridge	27 ● 10am Book Club ● 12pm Friday Bridge	28 hold

ECC Liaison Report

DESCRIPTIONS	January		YTD	Previous YTD		
	01/08	01/22	2026	2025	2024	2023
Construction of a new single-family Residential	0	0	0	56	69	45
Mobile /Manufactured New or used placement	0	0	0	0	4	0
Major Projects	2	1	3	58	55	49
Minor Projects	4	1	5	271	307	256
Owner-initiated Variance Request	0	0	0	4	9	9
Solar	0	0	0	32	24	27
Boat Dock and Shoreline Permit	0	0	0	18	8	0
Sign/ Banner permanent and temporary	0	0	0	2	7	2
Seasonal and Temporary structures	2	0	2	10	12	11
Written Request: Tree Removal/Fire Mitigation)	2	1	3	113	129	102
Written Request: Extensions/Revisions	4	2	6	210	283	280
Written Request: Miscellaneous	2	0	1	97	114	85
Construction of a new Commercial Structure	0	0	0	1	0	2
Construction of multi-family structures	0	0	0	1	0	2
Total Application submissions	16	5	21	875	1029	883
Total Approved Applications	16	5	21	870	1001	871
Total Preliminary Reviews	0	0	0	7	15	unk
As Form Inspection Additions	0	0	0	37	70	54
Notes						

Lot Changes	Jan 2	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total 2
<b>Consolidations</b> 39 Garnet Ct 105 Highland Ave													
<b>Un-Consolidations</b>													

## **Gardens Summary 2025**

- Lost one committee member, added two.

### **Vista Lake Community Garden**

- New water cistern installed.
- Majority of garden beds rented.
- Two new garden beds built.

### **PLPOA Community Garden**

- New soaker hoses.
- New water timer and frost blankets purchased.
- Dirt and compost from Table to Farm delivered for the season.
- HA's Seed to Supper class used garden to learn how to prepare beds.
- Volunteers planted cold weather crops.
- Garden committee members planted tomatoes and chili peppers.
- Harvested lettuce for the PLPOA Annual BBQ and Meeting.
- We harvested white, yellow and red onions, yellow squash, zucchini, radishes, lettuce, beets, dill, cilantro, a variety of tomatoes, carrots, wax beans, green beans, chili peppers, peas, and corn. In all, we donated some 20 pounds of vegetables to the local food distribution center.

### **Education Classes**

- April 23- Volunteer Meet and Greet
- April 30- HA's Seed to Supper class and garden volunteers turned over the beds and added compost.
- May 7- HA's Seed to Supper class learned about irrigation by touring both gardens.
- May 22-Volunteers planted cold weather crops, onions, and potatoes.
- May 27- Met with bed renters and showed them how to prepare their beds with compost.
- June 22-Garden Inspired Art Class for Kids







**2026 Capital Project Summary**

PROJECT	PRIORITY	COST ESTIMATE	POSSIBLE GRANT FUNDING	NOTES:
<b>PARKS &amp; TRAILS COMMITTEE</b>				
N. Pagosa Trail extension-8ft. Asphalt	1	\$507,000	Yes	
Piedra Road natural surface-Aspenglow-Cloud Cap	2	\$5,000	No	
Park Avenue Eagles Loft-Holiday - 8ft. Asphalt	3	\$403,000	Yes	
Hatcher Trail Grave Extension - Saturn to Pebble Circle	4	\$31,000	No	
Dutton Creek Trialhead	5	\$25,000	No	
<b>RECREATION COMMITTEE</b>				
Rec Center Weight Room Addition	1	\$478,964	No	Not included in Rec Master
Construct Lap Pool	2	\$1,796,509	No	
<b>YOUTH COMMITTEE</b>				
Multi-purpose sports field	1	\$794,000	Yes	Parking area already constructed to support field
Play area & Outdoor Fitness expansion	2	\$45,000	Yes	Game Time Grant
<b>LAKES, FISH &amp; BOATING COMMITTEE</b>				
Restroom Building - Lake Forest	1	\$45,000	No	Lake Pagosa & Hatcher already completed
Restroom Building - Village Lake	2	\$45,000	No	
<b>GARDEN COMMITTEE</b>				
Renovate 19 upper garden beds	1	\$5,000	No	
<b>GENERAL</b>				
Rec Center outside restroom building		\$115,000		Previously on Capital Plan- could combine with field
Youth Center - Wyndham				Waiting on Purchase price from Wyndham

## Historical Summary on Vacation Rentals (STRs)

- The PLPOA Declaration of Restrictions declares all lots that are held can be leased or rented subject to the restrictions in the declaration of restrictions.
- 2 Resolutions affecting Vacation Rental properties were adopted at the regularly scheduled monthly PLPOA Board of Directors meeting on July 8, 2021.
  - Resolution 2021-11 defined Vacation Rental properties and set the assessment at three (3) times the base assessment on residential lots. For 2022, the base assessment for residential lots was \$275 per year. For Vacation Rental properties, the assessment was \$825 per year.
  - Resolution 2021-06 (later updated by Resolution 2021-15) made changes to the Enforcement Policy putting in place an abbreviated set of rules and fines for Vacation Rentals, along with some procedural changes, to address various owner complaints and concerns regarding short term rentals.
- What authority does PLPOA have to implement 3 times base assessment?
  - The Declaration of Restrictive Covenants and other governing documents, as well as Colorado law, authorize the elected Board of Directors to make these changes.
    - The 1983 Supplement Declaration of Restrictions – Article II Section 4 (b) allows the Association to set the level of assessment for each Lot in a manner which equitably shares the expenses of the Association’s operations based on the benefit each Lot derives from the Association, its size, value, and other pertinent factors determined by the Association. The Board of Directors determined that a Vacation Rental Permit provides a benefit.
- The PLPOA Board of Directors consulted with Legal Counsel extensively before determining what policy would be appropriate for vacation rentals. The PLPOA Legal Counsel is very confident in defending the Board’s decision.
- Special Owner Meetings held regarding STR proposals
  - Prior to adopting these resolutions, the Board of Directors researched and discussed possible changes at four public meetings on April 8, May 13, June 3, and June 10. Various options were discussed in detail. The June 3 meeting was a special three-hour meeting to get owner feedback about Vacation Rental proposals. To increase awareness prior to the meeting, a detailed fact sheet was emailed to owners and made available on the PLPOA website. In addition to hearing from a very large number attending in person or online, the Board also received well over one hundred emails expressing opinions and providing feedback. The resolutions approved on July 8<sup>th</sup> reflect owner’s opinions and feedback.
- Communication of proposed and approved changes.
  - Meeting information was communicated on the PLPOA website and through weekly emails.
  - Agendas and non-confidential meeting materials were published prior to the meeting and available to owners.
  - Meeting minutes were published on the PLPOA website, following approval.

- PLPOA Board meetings are open to all PLPOA members. When policy or rules changes are under consideration, owners attending the Board meetings are given the opportunity to comment or ask questions.
- How is PLPOA using the increased assessments paid on Vacation Rental Lots?
  - All income to the Association, whether from assessments, fees, or other sources, is used to pay the operating expenses of the Association, to fund future repair and replacement of capital assets by setting aside money to a Reserves account, and to fund capital improvements to the association's recreational facilities, parks and trails, and other facilities. It is not dedicated to one or certain line-item expenses.
  - The resolution on Vacation Rentals did not specify any particular usage of the additional income. However, the 2022 budget included significantly higher funding for the Department of Community Standards, responsible for rules enforcement among other things.
- Some claim that two classes of membership have been established absent empirical evidence, the Board has repeatedly made it clear in the Resolution on Vacation Rentals, as well in public Board meetings, that the Declarations explicitly permit the assessment structure detailed in the Resolution and place no burden on the Association or on the Board to provide anything more than is explicitly stated in the Declarations; which is that owners holding a Vacation Rental Permit enjoy a benefit different from other owners.
- The 2026 budget shows \$295,650 of revenue from short term rentals paying an additional 2x the dues assessments. The same as Wyndham Timeshares, which is stipulated in the Bylaws and began in 2000. The Board viewed Wyndham Timeshares as receiving additional benefit from the weekly guests using those units. STR's operate the same way receiving payment for weekly guests. If the Association were to eliminate the 3X multiplier on STR's, this would create a budget deficit. A dues increase of \$43 would be necessary to make up for the revenue loss. In essence, all PLPOA owners would be paying additional dues so 400 owners can benefit from renting their second home.
- Some owners formed a group titled the Pagosa Vacation Rental Homeowners Coalition (PVRHC). Communication between PVRHC and PLPOA Legal Counsel took place, but no litigation followed as PLPOA Legal Counsel advised that the Association stood on firm ground regarding justification of the Board's Resolutions.
- STRs become County wide issue beginning in 2021. County releases information stating that 77% of STR owners do not live in County. Second home is a luxury, not a necessity. 6.5% County lots are STRs, and 5.2% of complaints received were regarding STRs. A moratorium on STR's is set pending further review by the County.

### **What initiated the focus on vacation rentals?**

- STR's increased rapidly after COVID and so were the number of complaints. This became not only an Archuleta County, Pagosa Springs and PLPOA issue, but an issue nation-wide. Vacation rentals were basically unregulated, and residents were calling for restrictions.

- Residents who do not have short term rentals are impacted the most by them.
- January - July 2021, short term rental properties generated 42.80% of violations, but represent only about 5% of all PLPOA properties. That means vacation rentals were generating about 8 times as many complaints as other properties. PLPOA staff time regarding short-term rentals increased. This is across all departments. Accounting tracking STR versus non-STR, communications for the website, rules, registration, Property & Environment for fishing, boating, grounds maintenance, amenity buildings and structures, Recreation for use of the gym and pool, Community Standards with permit recording, violations.
- PLPOA owner's complaints were neighborhood safety, increased traffic coming and going, violating rules and regulations such as noise and parties, trash and litter, trespass, dogs off leash, parking, disrespect for full-time residents, landlords not maintaining their homes, and the weakening of neighborhood cohesion. Owners pointed to research and surveys showing STR's decrease property values going against PLPOA's mission.
- Short-term rentals decrease the long-term housing availability thus increasing rental prices. This has a direct impact on the job market.
- Violates zoning. Many considered Short-term rentals equal to placing a hotel/motel strip in the middle of a residential neighborhood. PLPOA has designated commercial subdivisions for this type of activity. They are purposely separated because of the type of activity so residential properties would not be negatively impacted.
- Short-term rentals do not pay the same hotel/motel sales taxes and are not regulated like a motel / hotel.
- PLPOA owners stressed their concern short-term rentals change the character of the neighborhood negatively, changing it from a community to commercialized tourism. The quality of life for permanent residents has transformed haplessly.
- Increase use of recreation amenities has negative impact on recreation amenities increasing maintenance, staff costs. Currently Wyndham Timeshare Owners pay a 3X multiplier on dues because of their increased use of recreational amenities and impact on costs associated with the amenities. The multiplier can be increased up to 5X.
- The county was short-staffed and had difficulty enforcing the rental ordinance thus many short-term rentals were taking place without being permitted.
- The County reports that a minimum of 70% of short-term rental owners do not live in Archuleta County and most are business for the owner to profit from. Profits from Short-term rentals are more than normal rental rates.
- Part of the Association's research was speaking with a local property management company to obtain information regarding fees, profit and operation of short-term rentals. The average number of reservations per month for a unit being rented was 2 to 3 weeks. The Company manages one unit which limits reservations to just 4-5 days per month, but the nightly rate is

\$6,000 - \$7,000. At that time Colorado State Regulations mandated there must be 72 hours between rentals to thoroughly clean due to COVID. Most property management companies were ignoring the mandate. Also, due to County staff shortages enforcing short-term rental regulations, property management companies were charging \$100-\$200 per head per night for every person exceeding the occupancy limit. Most of the rental property owners they manage live outside of Colorado and rarely come to Pagosa. The property is just a side business for them. In 2021, the property management company reported the following fees:

• Meadows Rental Properties baths	Avg. \$300 per night	3-4 bedrooms & 2-3
• Ranch Style Home baths	Avg. \$375 per night	3-4 bedrooms & 2-3
• 4 Bedroom Pro-forma baths	Avg. \$475 per night	4-6 bedrooms & 3-4
• Davis Cup - Apartments baths	Avg. \$125 per night	2-3 bedrooms & 1-2
• Peregrine Circle—Condos&Townhomes	Avg. \$195 per night	3 bedrooms & 2-3 baths
• Park Ave – Condos & Townhomes	Avg. \$189 per night	3 bedrooms & 2-3 baths

#### **County & Town implement fees and restrictions**

- 2021, Newspaper reported that the Town of Pagosa Springs Planning Commission approved a recommendation to the City Council that STRs owned by non-residents should pay 12X the fee paid by residents. \$500 for residents owning STRs. \$6,000 for non-resident owners.
- 2022, The Town approves mandatory vacation rental permit with inspections and a \$50 application fee, \$700 license fee, \$500 renewal fee and \$50 late fee.
- In August 2022, Archuleta County formed an STR Task Force with the goals of reviewing and making recommendations on the County’s Permitting/Renewal Process for STRs, Rental Management and the Complaint and Resolution Processes.
- Based on the Task Force recommendations, the County lifts the moratorium and updates policies regarding STRs. County requires STRs to notify their community association that they are permitted to be an STR.
- County requires pre-inspection of the house and property setting occupancy limit, proof of notification to neighbors and Property Owners Associations they will be doing vacation rentals, authorization form if hiring a property management company, copy of all advertisements
- County vacation rental fees are set at \$400 for owner occupied and \$700 for non-owner occupied.
- Fall 2022 County implements new software to track required permitting and 2023 begin enforcement.

- PLPOA DCS staff work closely with County STR Code Enforcement Officer on education and compliance.
- Currently there are 1,017 STRs in the town and county. 117 are within the town limits. 900 are in the county. 415 are within PLPOA. County estimates another 62 STRs exist that are not permitted or registered.

# AARP Colorado now accepting 2026 Community Challenge grant applications

## AARP Community Challenge Grant Program

AARP Colorado invites eligible local nonprofit organizations and government entities to apply for the 2026 AARP Community Challenge grant program, now through **March 4th**.

### Overview

- **Goal:** Fund quick-action projects that help communities become more livable by improving public places, transportation, housing, digital connections, and disaster resilience.
- **National Investment:** Now in its 10th year, AARP will double its investment, awarding over **\$8 million** in grants nationwide. Since 2017, AARP has invested \$24.3 million toward 2,100 livability projects, including 40 in Colorado.
- **Focus:** Projects should be consistent with AARP's mission to serve the needs of people **50 and older**, along with other eligibility criteria.
- **Timeline:** Application deadline is **5 p.m. Eastern on March 4th**. All projects must be completed by **Dec. 15th**.
- **Eligibility:** Open to 501(c)(3), 501(c)(4), and 501(c)(6) nonprofit organizations and government entities. Other types of organizations are considered on a case-by-case basis.
- **Application/View Past Grantees:** [www.AARP.org/CommunityChallenge](http://www.AARP.org/CommunityChallenge)

### Grant Opportunities (2026)

Grant Type	Focus Area	Award Range
Flagship Grants	Improve public places, transportation, housing, digital connections, and disaster resilience.	Several hundred dollars up to \$15,000
Capacity-Building Microgrants	Paired with expert support and learning for walkability/bikeability, accessible home modifications, and disaster preparedness training.	\$2,500
Demonstration Grants	Encourage replication of exemplary local efforts. 2026 focus includes: Improving pedestrian safety (with Toyota), Expanding high-speed internet access and adoption (with Microsoft) Housing choice design competitions	Typically \$10,000 to \$20,000, not to exceed \$25,000

Healthy Archuleta proposes a quick-action, community-led project to improve **safe access, age-friendly design, and disaster resilience** at the **Vista Community Garden**, a key public space serving residents of the Pagosa Lakes Property Owners Association (PLPOA). PLPOA members represent approximately **60% of Archuleta County's population**, with a large proportion of adults age 50 and older.

The project will enhance walkability, comfort, and safety for older adults participating in the community garden by implementing **age-friendly physical improvements**, engaging older residents in **walk and access audits**, and providing **hands-on food resilience**. These improvements will help older adults remain active, socially connected, and support food access.

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### **How does this project improve livability for people age 50+?**

This project improves livability by making participation in the Vista Community Garden **safer, more accessible, and more inclusive** for adults age 50 and older. Many PLPOA residents rely on walking, limited mobility, or fixed incomes and benefit from access to gardening, fresh food, and social connection close to home.

By improving seating, shade, paths, signage, and gathering areas, the project:

- Reduces fall risk and physical strain
- Supports aging in place through active participation
- Strengthens food access and resilience
- Promotes social connection and mental well-being

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### **Which AARP Community Challenge focus areas does this project address?**

- Public Places
- Pedestrian Safety / Walkability
- Disaster Resilience

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### **Who will be engaged in the project?**

The project focuses on **low-cost, highly visible improvements** that can be implemented quickly and used immediately. Community engagement is targeted and time-bound, allowing the project to demonstrate impact within a single grant cycle while leaving lasting improvements in place.

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## **Expected Outcomes**

By project completion:

- Older adults experience **safer and more comfortable access** to the community garden
  - Vista Community Garden demonstrates **age-friendly public space design**
  - Adults 50+ report increased **confidence in food production and food access**
  - PLPOA residents benefit from a stronger, more resilient community resource
- 

## **How will the project be sustained or built upon after the grant period?**

Physical improvements will remain in place and be maintained through community stewardship and partnerships. The age-friendly design principles and community engagement process can be replicated at other PLPOA sites or community gardens in Archuleta County.

Healthy Archuleta will use lessons learned to inform future age-friendly and resilience-focused projects serving older adults.

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## **Project Budget Summary**

Grant funds will support:

- Walk audit facilitation and materials
- Benches, shade, signage, and accessibility improvements
- Installation costs
- Workshop materials and supplies

All funds will be used for direct project implementation.

**AARP Alignment:** Public places, walkability, age-friendly design

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## **2. Shade & Weather Protection — \$2,200**

**Purpose:** Improve comfort and safety during summer heat and changing weather.

- Shade sails or pergola-style shade
- Anchoring hardware and materials

**AARP Alignment:** Public places, age-friendly public space

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## **3. Pathway & Accessibility Enhancements — \$2,700**

**Purpose:** Improve safe navigation for adults 50+ and those with mobility limitations.

- Path leveling and surface stabilization
- Trip-hazard mitigation and transitions
- Materials and limited labor

**AARP Alignment:** Pedestrian safety, walkability

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## **4. Age-Friendly Signage & Wayfinding — \$1,200**

**Purpose:** Improve visibility, orientation, and independence for older adults.

- High-contrast, large-font signage
- Garden maps and directional markers

**AARP Alignment:** Public places, accessibility

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## **5. Lighting Enhancements — \$1,500**

**Purpose:** Improve safety during early evening and shoulder-season use.

- Solar or low-energy pathway lighting
- Fixtures and installation supplies

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01  
**RESOLUTION 2021-08**  
**OF THE BOARD OF DIRECTORS**  
**PAGOSA LAKES PROPERTY OWNERS' ASSOCIATION**

**A RESOLUTION ADOPTING A REVISED CONFLICT OF INTEREST POLICY AND CODE OF CONDUCT AND ETHICS FOR BOARD MEMBERS**  
**(This replaces Resolution 2021- 20)**

**(Upon taking office as a Director, each Director must agree to and sign a copy of this code.)**

**WHEREAS;** In order to ensure that the Board of Directors of the Pagosa Lakes Property Owners Association, and its individual members, maintain a high standard of ethical conduct in the performance of the Association's business, and to ensure that the property owners maintain confidence in and respect for the entire Board,

**NOW THEREFORE** The Pagosa Lakes Property Owners Association Board of Directors has adopted the following Revised Conflict of Interest Policy and Code of Conduct and Ethics for its members;

The following principles and guidelines constitute the codes of Conflict of Interest and Conduct and Ethics:

**Conflict of Interest**

**Definitions:**

- (i) "Director" means a member of the Association's Board of Directors.
- (ii) "Party related to a Director" means a spouse, a descendent, an ancestor, a sibling, the spouse or descendant of a sibling, an estate or trust in which the Director or a party related to a Director has a beneficial interest, or an entity in which a party related to a Director is a director or officer or has a financial or other interest.
- (iii) "Conflicting interest transaction" means a contract, transaction, or other financial relationship between the Association and a Director, or between the Association and a party related to a Director, or between the Association and an entity in which a Director of the Association is a director or officer or has a financial interest.
- (iv) "Non-financial conflict of interest" means a business, employment or personal relationship with a third party that impairs a Director's impartiality or ability to act in the Association's best interests.
- (v) "Indirect financial conflict of interest" means a business, employment or personal relationship in which there is no direct financial transaction with the Association, but in which the Director is unable to be impartial or act in the Association's best interests.

- I. **No Director will use his/her position as a Director for private gain.**
  - A. No Director will solicit or accept, directly or indirectly any gifts, gratuity, favor, entertainment, loan, or any other things of monetary value from a person who is seeking to obtain contractual or other business or financial relations with the Pagosa Lakes Property Owners Association.
  - B. No Director will accept a gift or favor made with intent of influencing decision or action on any official matter.
  - C. Except as set forth below, a Director who is also engaged in the practice of another profession will not perform such other services for the Association while serving as a Director, if the performance of such services is likely to result in a perceived or real conflict of interest.
  - D. No loans shall be made by the Association to its Directors or officers. Any Director or officer who assents to or participates in the making of any such loan shall be liable to the Association for the amount of the loan until it is repaid.
  - E. No Director will receive any compensation from the Association for acting as a Director.
  - F. No Director, or employee of a Director, may use his position to enhance his own financial status through recommendation of vendors, suppliers, or contractors that may pay a gratuity, commission or any type of fee to the Directors or the Director's employees.

II. **Procedure When a Conflict May Exist**

A. **Disclosure**

A Director must disclose any known conflicting interest transaction, non-financial conflict of interest or indirect financial conflict of interest, to the other Directors in open session at the first open meeting of the Board of Directors at which the interested Director is present. The disclosure must occur prior to any discussion or vote on the matter.

1. If another Director, PLPOA owner, or employee of PLPOA asserts to the Board of Directors that there may be a conflict of interest that has not been disclosed, the Board of Directors may consider the information provided, notify the Director of the asserted conflict and allow opportunity for response, and determine whether the assertion is justified to conduct a vote by the disinterested Directors to determine whether a conflict may exist. By vote of a supermajority (one vote more than a majority of disinterested Director(s) that a conflict may exist, the Board of Directors may proceed as though the Director(s) in question had disclosed a conflict.

B. **Interested Director Participation in Discussion**

After disclosure, the Director will not participate in the discussion unless a majority of the disinterested Directors ask the interested director to remain during the discussion and/or vote. Otherwise, the interested Director will leave the room.

### **C. Voting**

In any decision where a conflict is known to exist, the interested Director shall not be entitled to vote. Any interested Director will still count for the purpose of establishing quorum.

The contract, Board decision or other Board action must be approved by a majority of all the disinterested Directors. No contract, Board decision or other Board action in which a Director has a conflict of interest will be approved unless it is commercially reasonable to and/or in the Association's best interests.

No conflicting interest transaction, or transaction involving a non-financial conflict of interest or indirect financial conflict of interest, will be set aside solely because an interested Director is present at, participates in or votes at a Board meeting that authorizes, approves or ratifies the conflicting interest transaction if:

- (i) the material fact as to the Director's relationship or interest as to the conflicting interest transaction, non-financial conflict of interest or indirect financial conflict of interest are disclosed or known to the Board, and the Board in good faith authorizes, approves, or ratifies the conflicting interest transaction or other decision by the affirmative vote of a majority of the disinterested Directors, even though the disinterested Directors may be less than a quorum; or
- (ii) the material facts as to the Director's relationship or interest and as to the conflicting interest transaction, non-financial conflict of interest or indirect financial conflict of interest are disclosed or known to the Members entitled to vote on the transaction, if any, and the conflicting interest transaction is specifically authorized, approved or ratified in good faith by a vote of the Members entitled to vote; or
- (iii) the conflicting interest transaction or other decision is fair to the Association.

### **D. Meeting Minutes**

The minutes of the meeting shall reflect the disclosure made and record who voted for and against. The rationale for approving a disclosed Conflict of Interest Transaction or other conflict must be clearly stated in the meeting minutes.

## **III. Specific Guidance and Restrictions**

### **A. Sale or Transfer of PLPOA Owned Property**

PLPOA owned properties of any kind including owned real estate or that which is in process of, or under threat of, acquisition by PLPOA for delinquent dues or other reasons, may not be purchased by PLPOA Directors, their immediate families and/or their families or agents. (From Resolution 1999-01)

Property, including vehicles, other than those used as trade-ins or for salvage, will be advertised for sale by minimum sealed bid in the local paper or in the PLPOA Newsletter. FURTHER, the minimum acceptable bid amount will be determined jointly by the General Manager and Treasurer. The proceeds of the sale of all properties shall be immediately deposited to the appropriate PLPOA account and proper entries made in the books of the Association. (From

Resolution 1999-16)

In the event a property is deemed, by the Board of Directors, to be one not typically utilized by the general public, or has limited use, or has a restricted buyer base or is specialized in nature, the Board of Directors may specify that the property be sold at a price based on an appraised value, or value established by an expert in the matter of the property or, a value published in a recognized market publication, or as determined by the Association Treasurer and General Manager. The proceeds of the sale of all properties shall be immediately deposited to the appropriate PLPOA account and proper entries made in the books of the Association. In the event a property of the Association cannot be sold due to governmental restrictions placed upon the sale of such an item, including, but not limited to, certain firearms, the Association will cause the destruction of that item through governmentally imposed processes. (From Resolution 2000-09)

**B. Indirect Financial Conflict of Interest**

Directors who believe they may have personal or business interests or who are associated with an organization (formal or informal) that has special interests, where that interest comes before the Board, must disclose the interest or relationship whenever the Board considers a contract or other action affecting that interest, organization, or relationship.

**C. Non-Financial Conflict of Interest**

Directors must disclose personal or business relationships, including any past or present friendships or conflicts, with parties who come before the Board for a decision.

**D. Existing Services or Contracts**

Services or contracts that are in place prior to a Director having been elected or appointed to the Board may remain in place. Upon modification or renewal of the contract or services agreement, competitive bids should be solicited. The modification or renewal must be treated as a Conflicting Interest Transaction.

**E. Director Use of PLPOA Owned Properties**

A Director performing work for the benefit of the Association may make incidental use of Association properties to perform tasks related to their work as a Director. By way of illustration and not meant as a limitation, a Director may use Association vehicles to conduct property inspections and Association office equipment or software licenses to perform administrative tasks.

### Code of Conduct and Ethics

It is recognized that many clients, vendors, and suppliers consider reasonable gifts and entertainment as an accepted business practice without any intent to unduly influence the judgment of the Board of Directors. Nevertheless, it will be the policy of the Board of Directors to discourage the acceptance by its members of gifts, entertainment, or other favors from existing or prospective clients, vendors, or suppliers.

Cash gifts of any amount are unacceptable. Gifts of a nominal value and personal nature given as a token of friendship or special occasions such as Christmas, a job promotion, or length-of-service award are acceptable. Any gift, entertainment, or other favor is not acceptable.

A Director will undertake only those responsibilities and assignments that he/she can reasonably expect to perform adequately.

A Director will adequately plan for the functions for the Association including review of all materials pertinent to the Board meetings and other functions of the Board of Directors.

No Director will defame in any way any other Director or Association member or staff member while serving on the Board.

No Director will willingly or knowingly misrepresent facts to Association members for the purpose of advancing a personal cause or to place pressure on the Board to advance a Director's personal cause.

No Director will use his/her Board position to make threats of actions against Owners in regards to Association Rules and Regulations. All such matters are to be handled in the normal manner through the Association Staff.

No Director will seek to have a contract implemented that has not been duly approved by the Board.

No Director will interfere with a contractor implementing a contract in progress. All communications with contractors will go through management. Professional courtesy will include and should not interfere with, among other things, contractual relationships between Association management professionals and contractors.

No Director will interfere with the system of management established by the Board and management. A Director will comply with all operating standards (internal operating procedures) that are in force or may from time to time be promulgated by the Board of Directors and management.

No Director may use any funds being held for Association business for personal use.

No Director will interfere with the duties of any staff member of the Association. ALL Directors will exhibit professional courtesy to all Association management professionals.

No Director will harass, threaten, or attempt through any means to control or install fear in a member of the staff.

In addition to a Director being prohibited from using his/her position to make threats to Owners

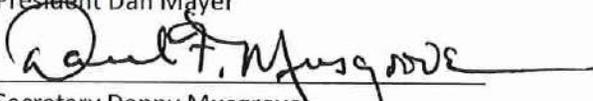
or to staff, a Director is also prohibited from making promises to those parties.

It is expected that all members of the Board of Directors will make every effort to attend all regular, special and executive session board meetings.

Any Director who violates this code of conduct and ethics agrees that the Board of Directors may seek injunctive relief against him/her. The Director also agrees that the Board will be relieved of posting bond as a condition to its injunctive remedy.

Agreed to this 9<sup>th</sup> day of June, 2022

By:   
President Dan Mayer

  
Secretary Danny Musgrove

## **Budget Narrative**

All funds will be used for **direct project implementation, coordination, and evaluation** related to age-friendly improvements at Vista Community Garden. Project management and evaluation costs are essential to ensure timely completion, meaningful engagement of adults age 50+, and documentation of outcomes for replication. No funds are requested for general operations or unrelated administrative expenses.

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**FW: Our PLPOA dog park by rec center**

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**From** Allen Roth <allen@plpoa.com>

**Date** Tue 2/3/2026 11:54 AM

**To** Jen Pitcher <jenp@plpoa.com>

Hi Jen,

Please add this to the Board Communications.

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**From:** Allyson Rowe <allysonrowe5@gmail.com>

**Sent:** Tuesday, February 3, 2026 10:51 AM

**To:** Allen Roth <allen@plpoa.com>

**Subject:** Our PLPOA dog park by rec center

Hi Allen,

I hope I am getting this email to you before the meeting time you mentioned. I kept procrastinating...sorry for the delay. Sooo about the dog park:

Many of us who live in the PLPOA do go to the dog park, especially those of us without fenced yards. But we usually can't use it, or don't stay any length of time there, because it is really more of a *fenced in field, than a park, and is not something residents can appreciate*. I know because I attended our annual meeting last August, that the cost for the "park" as it exists now, was over \$35k, which I assume was the cost of the fence. I can't help but wonder at the cost, for what it is. Because the park is a field that has not been finished, it is the dirtiest dog park when it is dry that I have ever experienced. The dirt dries and is so hard that the top layer churns up on everything and makes humans, dogs, and everything else, unbelievably dirty. The ground in this condition is also very hard on the dog's paws and makes them less inclined to run and get exercise. When it snows or rains! it is such thick, nasty deep mud, that it is completely unusable. And because it is a field, not a park, and has not been finished out, it is a veritable vole minefield, which the dogs instinctively dig after, and therefore create huge holes that are dangerous to humans and dogs, because one can step of fall in the holes and twist ankles, legs, bust bums, etc. This would not happen in a real park. Also, the poop bags and water fountain need to be inside the fenced park area, not outside of it as currently stands. One must re-lease the dog or leave it, to run out for a bag, throw the bag away, get water and such.

Finally, I can speak for myself and other would-be dog owner residents in saying the large dog side needs to be expanded to be genuinely used and appreciated as a dog park. If a medium to large dog starts to run and play as intended, it really cannot do so, as the area is so small, the dog has to stop for the fence before even getting its speed on, again disinclining the dog to exercise as the park is meant to help it do. *Therefore, we would all like to suggest that the large part of the park be extended eastward, north eastward ?, to the edge of the walking trail on that side of the lot, to make it big enough to be a viable dog park. Also, the park grounds need to be graded, aeriated, planted with durable grass, irrigated, and made into a proper grass park or ground like the grass in baseball fields. It will require maintenance, to check and address vole holes (which will not be as prevalent in a plowed and sown area as in a wild field.) It will require maintenance to water via irrigation and protect areas that are worn by temporarily blocking small portions off. A trail established around the parameter of the park and specifically through*

*our in limited manner, will help keep wear patterns under control. moving the fence out to incorporate the trash can, poop bags and water fountain will make it more practical and useful.*

I do not know what type of grass and such are best, but I'm sure in all of dog park history, and in this area, there are organizations that can provide that type of information for free. The Farmington dog parks are excellent. Mulch is a very sad, far distant second, for all of its on cons.

WE would like to see the money put into the park to actually make it into a park. We feel that since the money has been spent to start the park, as in putting up the fence, that the money is *wasted for that, if the park is not finished so that it can be useful, prized and much appreciated asset in our community for our residents.* We feel like this finishing out of the dog park, and addressing the issues that make it unusable for most of the year would be an excellent use of our parks and rec funds from our PLPOA dues.

Please let me know if you would like for me to address any committees or such in person, as I would be happy to do so. I would help in any research or other things to help bring this to fruition, that I can. I am not proofing this before sending, sop hop it makes sense! Thanks so much for attending to this!

Allyson Rowe  
(806) 376-3698

Feel free to call with response, questions etc.