



**Board of Directors Regular Meeting
December 9, 2025 6pm
Pagosa Lakes Administration Building**

MINUTES

Board Attendees: Eric Johnson-President
Ben Garcia-Vice President
Sasha King-Secretary
Directors: Wade Lundy, Paul Zeman
VIA Zoom-Al Pfister, J Turk

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

Owners/Guests: K & M Crawford, B. Munro, L. Lee, M. Heraty, M. Whitman, M. Snyder, K. Betts
VIA Zoom: T. Frank, K. Hanson, J. Shugar, Dan Mayer

1. **Call to Order @ 6:03 pm by Johnson**
2. **Verification of Quorum by Board Secretary King**
 - a. Approval of Agenda * Motion to approve Agenda with addition to 9..New Business e. Meeting Decorum by King, 2nd Garcia. Passed 4 ayes Pfister, Zeman, Turk, Johnson. nays King, Lundy, Garcia
3. **Approval of the Minutes**
 - Motion to approve Minutes of the 11.11.25 Regular Meeting of the Board by Lyndy, 2nd King. Passed, Zeman abstained.
4. **Disclosures of Conflicts: NONE**
5. **Owner/Member comments:** Owner K. Crawford stated her extreme displeasure of the disrespectful conduct of board members to each other at the recent work session and hopes moving forward the members work together respectfully. Also requested how to comment or email Board thru the portal, Pitcher provided the information.
6. **Staff Reports:**
 - a. General Manager's Report (has been added to Owner's Packet) GM Roth as submitted with new updated info from Resort Guard.
 - b. Treasurers Report as submitted by Comptroller Lundy read by Johnson
 - c. Department of Property & Environment Report -as submitted by L. Lynch. Lynch and Roth encouraged attendees to show up at either of the two open meetings hosted by the Pagosa Area Recreation Coalition (PARC) tomorrow 12/10/2025
 - d. Department of Recreation Amenities Report – as submitted by Graham. New toilets have been ordered.
 - e. Department of Community Standards Report – as is. Simpson shared that DCS employee S. Vick will be retiring end of March. Director Zeman asked for interpretation regarding recent eblast about RV/boat storage/parking. Simpson replied that another eblast will be sent to clarify.
 - f. Lifestyle Report-as submitted by Pitcher, Santa event final weekend is fully booked. Winter Newsletter articles due today.
 - Motion to accept Staff Reports as presented by Lundy, 2nd King. Unanimous.
7. **Committee Reports:**
 - a. ECC Liaison Report November 2025 Meeting Minutes by Liaison Lundy.
 - b. Motion to accept Committee Report by Garcia, 2nd King. Unanimous.



a. Aspen House Construction Fee Waiver -presentation by Aspen House Rep Mary Beth Snyder,

* Motion to waive ALL Aspen House Construction Fees and waivers by King, 2nd Zeman. Unanimous.

8. Unfinished Business

- a. Capital Improvement Plan Update – A Work Session will be scheduled during January 2026.
 - b. Resort Guard Insurance Proposal – GM Roth received the long awaited proposal today with a huge savings and significantly better coverage. Zoom presentation by Michael Hughes of Brown & Brown. He explained that there is a very small pool of insurers which were all “shopped”, though it was an extraordinarily arduous and lengthy process it culminated with a substantial savings to the Association; he recommended accepting. Roth stated the anticipated 2026 assessment/dues increase of \$40 now reflects a \$10 savings to a \$30 increase.
- Motion to accept the Resort Guard Insurance proposal by King, 2nd Garcia. Unanimous.
 - c. 2026 Budget Review – Discussion by Board Members, Johnson stated “costs continue to increase, but we need to maintain our thriving community”. Roth reminded all that this was an off year with two big hits; insurance increase and considerable revenue loss due to bankruptcy/sale of several Wyndam condo units.
 - Motion to accept Budget proposal B now reflecting Resort Guard Insurance for 2026 with no reduction to Reserves, Capitol or amenities and a \$30 increase in dues by King, 2nd Garcia.. Passes 6 ayes - 1 nay by Zeman.

9. New Business

- a. Sale of Used Equipment-
- Motion to approve sale of various DPE equipment items by Pfister, 2nd Zeman. Unanimous.
 - b. Legal Counsel Terms of Engagement- Lengthy discussion regarding renewal of Legal Counsel contract with Orton, Cavanaugh, Holmes & Hunt.
 - Motion to approve contract renewal by King, 2nd Lundy. Passed 6 ayes, 1 nay Zeman.
 - Motion to pursue cursory exploratory bids with other firms by Zeman, 2nd Johnson. Defeated 3 ayes-Zeman, Pfister and Turk, 4 nays Lundy, King, Johnson and Garcia.
 - c. Possible Construction of K-8 School in PLPOA (see Managers report) -discussion regarding setting up meeting with several PLPOA Board members and several School Board members to brainstorm and possible partnering should School Board decide to pursue building a new K-8 school on “Vista” acreage owned by school district. Several PLPOA board members expressed interest in attending an informal chat. GM Roth will contact R. Holt Superintendent with dates with follow up email to board members of agreed upon date.
 - d. Lease Transfer and Extension for Cell Tower- Info in Board Packet regarding ARX transferring lease to another provider.
 - Motion to approve transfer with added addendum by legal regarding timeline for completion of tower by Lundy, 2nd Zeman. Unanimous.
 - e. Meeting Decorum – A discussion was held during Executive Session regarding expectations of cordial interactions and standards to be adhered to. King expressed concern why two Board Members have refused to sign Board of Directors Code of Conduct/Ethics form. No comment from either.

10. Correspondence – Owner requested further board/community discussion on STR annual dues rate of 3x multiplier, discussion followed. If board is not committed to change the rule then further discussion is not



warranted. Turk expressed he was not interested in changing the rule. Others expressed gathering of information to obtain historical knowledge.

11. **Owner/Member comments** – Owner Lee suggested details regarding budget deficit shortfalls be explained in the upcoming Winter Newsletter. Owner Betts expressed that no owner vote was held years ago regarding STR dues. Owner K. Hanson brought up several items regarding additional review of STR fees being equitable and asking for STR’s be placed on Feb 2026 agenda. Owner C. Fitzgerald expressed concern with upcoming discussion between PLPOA and School Board, which would not be open to public. Legal Counsel contracts should be bid out every year (Owner J, Sugar agreed) and the possible outcomes of partnering with School District regarding Vista site. Owner T Frank shared she thought discussion with School Board is reminiscent of gymnasium effort. Owner D Mayer (and previous President of the PLPOA Board) shared historical knowledge and stated facts regarding the “perfectly solid legal ground” of the STR 3x multiplier Board decision back in 2021. K Hanson responded with cursing at D. Mayer, she then apologized.

12. **Motion to Adjourn @ 8:37 pm by King, 2nd Garcia. Unanimous.**

Respectfully submitted by:

Ben Garcia
~~Sasha King, Board Secretary~~
Ben Garcia, VP

Candace Selk Barnes
Candace Selk Barnes, Recording Secretary