PAGOSA LAKES
PROPERTY OWNERS ASSOCIATION

Board of Directors Regular Meeting
November 11, 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**

   Aug 12, 2026 Minutes Amended

   October 14, 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 – 4 CDs up for renewal.
   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 October 2026 Meeting Minutes
   b. Parks and Trails Committee Meeting Minutes
   c. Recreation Committee Meeting Minutes
8. **Unfinished Business**
   a. Housing Action Plan Presentation
   b. RFP for Legal Services
   c. Recreation / Capital Master Plan Survey
   d. Resolution 2026-02 Update PPP for Recreation Amenities
   e. Resolution 2026-03 Board Communication
   f. Resolution 2026-04 Revise Project Permit Process
   g. MOU- Healthy Archuleta operating production gardens
   h. 2027 2nd Draft Budget
9. **New Business**
   a. 2026 Audit RFP
   b. Board Minute Standards
10. **Owner/Member comments (individual comments are limited to three (3) minutes)**
11. **Adjournment**

Board of Directors Regular Meeting
August 12, 2026, 6pm
Pagosa Lakes Administration Building
MINUTES

Board of Directors: Bill Nobles (President), Al Pfister (Vice President), J. Turk (Treasurer), Evan Siebenmorgen (Secretary), Sasha King, Matt Nobles, and Justin Griffin (appointed after item 5).
Staff Members: Allen Roth (General Manager), Lania Le (Controller), Larry Lynch (Director of Property & Environment), Chris Simpson (Director of Community Standards), Ryan Graham (Recreation Director), Jen Pitcher (Lifestyles Director), and Candace Selk Barnes (Recording Secretary).
Owners/Visitors: J. Dykstra, L. Lee, E. Christenson, K. Anderson, S. Prince, M. Crowe, L. Schneider, K. Pfister, Ed Fields and J. Janowski VIA ZOOM – C. Fitzgerald.

Call to Order @ 6:12 pm by President Nobles.

Verification of Quorum by Board Secretary Siebenmorgen.

- **Approval of Agenda** * Motion to approve Agenda by Siebenmorgen, 2nd Pfister. Passed.

Approval of the Minutes * Motion to approve July 14, 2026, Regular Meeting of the Board Minutes after clarification of PAWSD water restrictions by Pfister, 2nd Siebenmorgen. Passed.

Disclosures of Conflicts - NONE.

Appointment for Irregular Vacancy: B. Nobles stated that three candidates had been interviewed during the Executive Session and Justin Griffin had been appointed to fulfill the PLPOA Board Member irregular vacancy with a term ending 2029. Director Sasha King announced her resignation effective immediately and left the building. Barnes invited Griffin to join the members at the Board tables. Owner Lars Schneider spoke in opposition to the Board's decision to appoint Justin Griffin. B. Nobles stated that Schneider was Out of Order on some of his statements of opposition. Schneider continued his comments regarding civility and respect for his allotted 3 minutes.

Owner/Member comments: Owner K. Pfister requested additional pool exercise bars; staff agreed to investigate structural options. Owners L. Schneider, S. Prince, and M. Crowe provided comments regarding the recent board appointment and staff relations. Owner Shane Prince spoke in support of the PLPOA management and staff and spoke in opposition to the Board's appointment of Justin Griffin. Owner M. Crowe spoke in support of the PLPOA Staff and commented on the long-term impact of Board actions. GM Roth suggested that another irregular vacancy appointment to the Board could be made this evening following the departure of King. Griffin abstained from weighing in on the motion, citing he had not interviewed either candidate. Bill Nobles determined that the appointment could wait until the September meeting and directed meeting staff to post a BOD vacancy announcement via eblast with an application deadline of August 31, 2026, by 5pm.

7. Staff Reports:

- **a. General Manager's Report –** GM Roth submitted his report as written. Operational management and governance dynamic clarifications were exchanged between GM Roth, M. Nobles, and B. Nobles.
- **b. Treasurers Report** presented by Turk-Board Treasurer.
- **c. Department of Property & Environment Report** as submitted by Lynch, additionally stating the chipper yard has been exceptionally busy due to the Rio Blanco fire and owner concerns about mitigation. Green belt mitigation continues, and our lakes are stressed (fish and algae growth). Siebenmorgen questioned the chipper's life span and Lynch replied it's in the Reserve Study to be replaced in 2028.
- **d. Department of Recreation Amenities Report-** as submitted. Graham added a Membership drive will be coming up August 24-28th with a variety of discounts available to new and current members.
- **e. Department of Community Standards Report** as submitted with Simpson noting new charts in packet, currently 53 concerns are being addressed, 15 courtesy notices sent and 7 violations.
- **f. Lifestyle Report –** Pitcher "As is". Noted that all committees are looking to increase membership and dates for meetings need to be updated, she will create a page on the website for those needs. Also looking to Spring 2027 for PLPOA to host the CMIA conference for General Managers of large-scale organizations providing education, trends as well as water, fire mitigations many associations face.

  • Motion to approve Staff Reports as presented by Siebenmorgen, 2nd Turk. Passed.

  Siebenmorgen commented that the Board members be included in the Annual Meeting AFTER Association Owner Appreciation BBQ to mingle with members and that the Board Training be held another time.
  Pfister stated he thinks the insulation of the Board not trusting staff is incorrect.

8. Committee Reports:

- **a. ECC Liaison Report** July 2026 Meeting Minutes shared by Simpson.
- **b. Parks, Trails & Outdoor Recreation Committee** presented by Lynch. Minutes were included in Board Packet; two new members were added in July.

  • Motion to approve both Committee Reports as presented by Pfister, 2nd Turk. Passed.

  GM stated his previous suggestion for board members to provide him with times that they could do ride-along with staff. Pfister encouraged Board Members to spend time with Department staff.

9. Unfinished Business

- **a. Archery Range Update** by JoAnn Dykstra. Dykstra shared a very informative presentation on the history of Wolf Creek Gun & Bow as well as the challenges that have been incurred in development of the range along Trails Blvd in relation to receiving grant funds.
- **b. SAM Insurance –** GM Roth had included two proposals in the packet and reminded the board they could choose one or neither.

  • Motion to obtain the SAM insurance rider through Resort Guard with policy ending in April 2027 by Siebenmorgen, 2nd M. Nobles. Griffin abstained. Passed.

- **c. Architect Contract for Rec Center-** Pfister stated despite his approval vote for the contract, he wanted clarification of the contract. Short discussion with Pfister asking the Sq Footage (2,500). In front of racquetball courts. One meeting had been held with Courtney King regarding concepts, development and draft to be shared with Board. M. Nobles requested new community wide surveys regarding Capital Projects be obtained.

10. New Business

- **a. Resolution – Confirming Depository Relationships –** GM Roth obtained signatures from Board Officers and asked for members to stick around to complete bank forms.

  • Motion to confirm Depository Relations by Siebenmorgen, 2nd Pfister. Passed.

- **b. Legal Contract Agreement Review and Discussion.** Added to Agenda per M. Nobles request. M. Nobles suggested that other Legal representation proposals be sought. Perhaps a local attorney be used for "small stuff" and Orton be retained for "big" stuff. Roth reminded all that attorneys must be familiar with the intricacies/details of HOA management and legal obligations, the historical knowledge of PLPOA by current firm is invaluable.
- **c. Rec Committee Master Plan-** M. Nobles suggested that additional survey to collect a larger data set be created. Pitcher commented on historical focus has been on FT Owners demographics with internal (actual users) and external (community at large) drawn in with the assistance of sub-committee members. Additionally, any survey's best likelihood for owner participation is with the Annual Meeting Notice & Call for Board Elections ballot.

11. Board Email correspondence – A Powderhorn HOA resident (which is not a PLPOA community) voiced concern with the trail on county right of way. Davis Engineering has concerns with increased costs and safety. Board chose not to respond.

12. Owner/Member comments - M. Crowe stated his thanks to all Board Members. C. Fitzgerald requested additional speakers be added to sound system, members state name before speaking, and the meeting seemed to be a "free for all" with opinions being voiced at the same time. Pfister requested that Robert's Rules of Conduct be implemented again. B. Nobles suggested that reports from Staff and Committees be given front and center of USB speakers.

13. Adjournment

Motion to adjourn at 8:31 pm by Pfister, 2nd Turk. Passed.

Respectfully submitted by:

_____ _____

Evan Siebenmorgen - Board Secretary Candace Selk Barnes - Recording Secretary

PAGOSA LAKES
PROPERTY OWNERS ASSOCIATION

Board of Directors Regular Meeting
October 14, 2026 6pm
Pagosa Lakes Administration Building
MINUTES

Board Attendees: Bill Nobles-President
Evan Seibenmorgen-Secretary
Directors: Justin Griffin, and Matt Nobles
VIA ZOOM Al Pfister-VP, Jim Prutsman-Director
J. Turk-Treasurer

Staff: Allen Roth-GM, Lania Le-CT,
Larry Lynch-DPE, Ryan Graham-RA,
Jen Pitcher-Lifestyles
Candace Selk Barnes-Recording Secretary

Owners present: B. Munro, F. & J. McNairy, L. Rugar, C. Archer, L. Lee
VIA ZOOM: D. Mayer

1. **Call to Order @ 6:02 pm by President B. Nobles**
2. **Verification of Quorum by Board Secretary Seibenmorgen**
   a. Approval of Agenda * Motion to approve with the addition to 9.New Business h. Associate Membership by Seibenmorgen, 2nd Griffith. Unanimous.
   - **Approval of the Minutes.** * Motion to table Amended August 12, 2026 Regular Meeting of the Board Minutes until November 11, 2026 by Seibenmorgen, 2nd Griffin. Unanimous.
   - Motion to approve the September 9, 2026, Regular Meeting of the Board Minutes by Griffin, 2nd M. Nobles. Unanimous.
3. **Disclosures of Conflicts: NONE**
4. **Owner/Member comments: NONE**
5. **Staff Reports:**
   a. General Manager's Report – As submitted by Roth. He suggested that Board schedule as many work sessions as needed so that the final 2027 Budget must be presented and approved at the December 9, 2026 Regular Meeting of the Board. The 2027 Owner Ratification of the Budget will be held January 23, 2026. A veto of the budget requires approximately 4000 owners to be physically present.

   b. Treasurers Report -y M. Nobles. *Motion to rollover the four eligible maturing CD's for three months in anticipation of rate increases by Turk, 2nd Griffin. Unanimous.

   c. Department of Property & Environment Report as submitted per Lynch. In addition; lakes have recently been stocked and fishing is outstanding, Green Belt mitigations almost complete, Wildfire Adaptive Partnership funds of 50% will be available in 2027, the N. Pagosa Trail grant application for $175K has been submitted after a presentation in January he should know spring 2027 if accepted, and finally continuing issues with culverts and standing water in low-lying areas. Suggested an eblast be sent out reminding owners it's their responsibility to maintain their driveway culverts.

   d. Department of Recreation Amenities Report-as submitted by Graham. He shared a free childcare program has been initiated for parents working out. Locker Room 2027 budget includes $37K for renovation

   e. Department of Community Standards Report-as is by Roth-Simpson on vacation.

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f. Lifestyle Report – as submitted. Pitcher added governing doc's/bylaws etc are being digitized, she will be attending Vantaca conference. Three year Capitol Project Plan to be added to website. She has been moving from Google drive to one drive; DCS and Accounting have been completed.

* Motion to accept the Staff Reports as presented by Griffin, 2nd Seibenmorgen. Unanimous.

6. Committee Reports:

a. ECC Liaison Report September 2026 Meeting Minutes as is by Board Liaison Seibenmorgen.

b. Appointment of new member - * Motion to appoint Chelsea Archer to the ECC for three year term by Griffin, 2nd M. Nobles. Unanimous.

7. Unfinished Business

a. RFP for Legal Services – Roth reported he had sent eleven RFP's to local attorney's – responses included; not interested, not feasible and don't do community associations. November 2 is deadline for proposals, M. Nobles asked that wait for closing date, then circle around.

b. Recreation / Capital Master Plan – Turk reported that Survey will be finalized and he will meet with Jen to send out to 4,500 owner emails on file. Pitcher asked for option suggestions for owners that don't have email; paper ballots, kiosk. Social Media announcement will go out.

*Motion to move forward by Seibenmorgen, 2nd Griffin. Unanimous.

a. Update PPP for Recreation Amenities – discussion included concerns with owner property amenities including verbiage for 27 different subdivisions with varying set backs, variances, front plane of home, screenings. M. Nobles suggested tabling until another survey for community input can be developed by Board Liaison Seibenmorgen and ECC.

8. New Business

a. Resolution 2026- ___ Board Communication email protocol. Presented by Griffin. Intention that all board members see emails.

*Motion to approve as is by M. Nobles, 2nd Griffin.
Discussion followed regarding who would respond and process. Pitcher will set up a Board email. Motion died.

- Motion to table by Seibenmorgen,2nd Pfister. Griffin and M. Nobles opposed. Passed.

b. Resolution 2026-___ Revising Project Permit Process –ECC needs additional historical guidance, nor has had opportunity to review.

*Motion to table until November allowing ECC and legal review by Griffin, 2ndSeibenmorgen. Unanimous.

c. Greenbelt & Owner Lot Plat Change- Board open to swap, with neighbor being amenable.

d. MOU – Healthy Archuleta operating production gardens-Update by Pitcher; disappointed with distribution (garden to food banks) for last couple of years. Lynch getting clarification on MOU, volunteers, three members of committee have resigned due to personal issues.

e. Free Recycling Program- Roth reported this as a puzzling dilemma regarding a proposal from ReCyclops and HB22-135. Town of Pagosa interested, Roth has accountability concerns and request for letter of intent, perhaps a contractual agreement. Owner Lee suggested contacting Elite Wastemangement.

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f. In-house IT.web support and/or one time technical upgrade. This is a budget consideration, Turk suggests reducing third party and bring in house. No further discussion.

g. Associate Membership- M Nobles asked for consideration of extending Associate Membership to non PLPOA members on the HS Swim Team and Porpoises for use of Rec Ctr in off-season training (lap lanes, cardio and weight equipment.

Motion to approve both Team members Associate membership by Seibenmorgen, 2nd Griffin. Pfister opposed. Passed.

h. 2027 Draft Budget – Roth explained process and since there is no Finance Committee he asked previous Board President Dan Mayer to prepare a presentation to Owners and Board.
   i. Summary
   ii. Budget
      1. Capital
      2. Reserve
   iii. Fee Increase Summary
      1. Rec Center
      2. Permits
   iv. Charts

Lengthy discussion followed. A date for a work session will be decided via email be Board.

9. **Owner/Member comments**
10. **Motion to Adjourn at 9:44 pm by Griffin, 2nd Seibenmorgen. Unanimous.**

Respectfully submitted by:

Evan Seibenmorgen, Board Secretary **Candace Selk Barnes, Recording Secretary**

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

Governance

Budget: The 2027 draft budget was completed and presented to the Board at the October meeting per the Bylaws. Dan Mayer volunteered to do a review of the budget with the absence of a finance committee. A budget work session was scheduled to follow the initial draft budget presentation. Key takeaways were as follows:

- In review of staffing, the rec center custodian position was turned into full-time to anchor staffing needs, the Rec Coordinator was new position this year but not budgeted. DCS front desk will absorb Candice's duties when she retires in April.
- To find cost savings in employee benefits the Colorado Subsidies Act will be researched for 2028 budget. A comparative benefits review was done with similar organizations.
- The carry forward proposed budget line item for 2026 shows there was not any funds carried forward from 2025. The proposed 2027 carry forward is a conservative amount.
- Reduce budgeted revenues from fee increases to $60,000 for transfer fees, $100,000 for permits and remove boat permit fee increase.
- Increase Rec Center memberships more than 3%.
- Research adding on recreation fees when paying dues assessments
- Commercial / liability insurance was shopped to 13 different companies this year.
- Research neighboring communities to become associate members for use of recreation amenities

Based on these discussions and updated financials, we have made changes to the first budget draft and highlighted those changes. Lania will go over those changes with you, and we can proceed from there on any other changes. Another work session can be scheduled to review the second draft and prepare a final budget going into the December meeting for approval.

Survey: Jen is working with Turk to get the survey out to all the owners. Using Alchemer to upload email lists and distribute survey invitations directly. My understanding is that we are doing the survey for 30 days. We then can tally the results, and the Board can review and discuss them at the December 9 meeting.

PPP Update: The Board approved Evan meeting with the ECC regarding Resolution 2026-02 on recreation amenities and Resolution 2026-04 regarding change to the PPP on historical review. The meeting is scheduled for November 5. Information from this meeting can be shared by email or presented at the board meeting. Legal Counsel has reviewed Resolution 2026-04 and has provided a response. OCHH memo is included in your packet.

Legal Services – RFP: I previously briefed the board that I had sent the RFP for Legal Services to provide day to day legal advice, review of contracts, community correspondence, consistency of bylaws and operational guidance. Sent RFPs to 14 different attorneys in the area. The deadline for submitting a proposal was November 2. I did not receive any proposals. The feedback I received was mainly two reasons for not wanting to submit a proposal. One is that they do not work in the area of community associations and the second is that they are too busy.

I also had previously provided the Board with the terms of engagement for legal services with Orten, Cavanagh, Holmes & Hunt LLC. Their retainer agreement expires at the end of this year. OCHH has been the Association's attorney going back to the bankruptcy in 1989. They have a lot of files and know the history of PLPOA which has been a big advantage. They also provide collection services for us.

I look at the Board at how you would like to proceed with legal representation. Are you still interested in the two firm representations or just staying with one firm. I can send out an RFP for legal services to firms across the state, or you can review OCHH renewal proposal and decide whether to stay with them or not.

Audit RFP: We have been using McMahan & Associates for 6 years now to conduct audit and tax services for the Association. They have been good at pricing and service. However, I would like to do a widespread RFP and compare services. I plan to send this out soon, so we can continue to have the audit begin mid-February with a board presentation at the April meeting.

Business

Vacation: Reminder, I had to move my vacation from October 19-23 to November 16-20. I already had vacation planned for November 9-13. I will have someone fill-in for me for the November 11 board meeting.

Capital Improvement Plan: The play / fitness equipment addition at the Rec Center is scheduled to be installed the week of November 9. This is providing that the roads are open and the weather cooperates. DPE staff have already done the site prep, removing vegetation and achieving the proper size and grade for the equipment. A company through GameTime will be installing equipment, borders and wood carpet. This project is possible through the grant with GameTime in which PLPOA has been awarded a 50% grant match for the equipment.

The garden bed project is underway. DPE staff have removed all the old garden beds. They will be building the new beds in the shop during winter months and bad weather.

The grant project with the AARC through Healthy Archuleta has been completed. A new handicap parking spot and walkway to the gardens have been installed. New fencing creating a seating area with a shade cover that will be used for education classes has also been completed. A handicap garden bed, benches, walkway rail have all been completed.

The design process has been slowed due to flooding as Courtney has been impacted by the high water. They are working on the structural design of the building and implementing the new codes that will be effective January 1. The other major piece is trying to lay out the electrical needs for the addition and other areas of the Rec Center. We are currently working on determining if there is enough electrical service coming into the building to supply the addition and the added cardio equipment. We have a design, footprint and equipment layout for the Rec Center addition. To keep this project close to the estimated budget submitted to the Board, we have reduced the size to 55' x 22'. This will still provide enough space for free weight equipment which opens space on the main floor for additional cardio and weight machines. We are hoping for a design and cost estimate to present to the Board at the December meeting.

Community

Flood Assistance & PLPOA Shelter – The PLPOA Clubhouse became a shelter site for the flooding in the area. The Clubhouse was a Red Cross shelter and resource center for flood victims for five days. The first evening 16 people sheltered overnight and that rose to over 20 the next day. Those using the shelter were able to use the showers at the Rec Center. We were an important resource as both the County Fairgrounds and Town Community Center were not available due to their proximity of the flooding. Reservations and programs for using the Clubhouse were either cancelled or moved to a different date. Everyone was very supportive of giving up their time for those folks in need.
The Clubhouse became a Red Cross shelter again in the second round of flooding. This time they only had 7 people shelter overnight but advanced preparation helped place over 63 families in a VRBO for 28 days.

We are having frequent manager meetings regarding the flooding to discuss community priorities, resources, communication, state and FEMA aid. The group consists of non-elected managers in the community of Pagosa Springs. Working together and sharing resources in a time of crisis is what the community needs.

Santa Event: Nicole will be coordinating this year's Santa Event which will be held on December 11 and 12. This is the Association's main event of the year. Each year, the event is changed to bring Santa into Pagosa Lakes a different way. The event averages 150 – 200 kids attending each year with their families.

Housing Action Plan: The Board requested a presentation regarding the Housing Action Plan that will go in front of the Town and County for approval. I have asked Jeff Sams with the Community Development Council to do a presentation and answer any questions. He has agreed to do a presentation at the November 11 meeting.

MOU Healthy Archuleta: The MOU with Healthy Archuleta was presented to the Board last meeting. We had an additional meeting, Healthy Archuleta, to go over the document, and it is included in your packet. As previously stated, the Garden Committee has lost some key members to moving out of the area and health reasons. The result is a lack of volunteer coordination and maintenance of the upper gardens. With our partnership with Healthy Archuleta on the grant to improve the upper gardens, they have offered to assist in the transition of getting the upper gardens to capacity, standardize operations and further develop a volunteer network. A draft of the MOU is provided in your packet. It is a two-year agreement with no cost to the Association.

INTEROFFICE MEMORANDUM

TO: JONATHAN TURK

FROM: LANIA LE

SUBJECT: ACCOUNTING NOTES FOR OCTOBER 2026

DATE: November 02, 2026

As of October 31, 2026, the Association has received $2,177,955 or 98.19% of the total billed 2026 regular assessments of $2,218,105. For the same period in 2025, the collections were approximately $1,991,240 or 97.80% of the total of $2,035,125 billed.

Certificates of Deposit as of October 31, 2026:

MATURITY DATE	LAST BUY DATE	DURATION (MONTHS)	RATE	VALUE	NAME	FUND
11/13/26	11/12/25	12	3.65%	$19,000	CAPITAL	8326
11/13/26	11/12/25	12	3.65%	$222,000	RESERVE	8326
11/19/26	11/12/25	12	3.65%	$208,000	RESERVE	8326
11/24/26	02/17/26	9	3.80%	$75,000	OPERATING	6582
12/18/26	12/13/24	24	3.95%	$35,000	TRAILS	7392
02/05/27	10/26/26	3	4.20%	$175,000	RESERVE	8326
UNK	UNK	3	UNK	$241,000	CAPITAL	4059
UNK	UNK	3	UNK	$125,000	EMERGENCY	8823
UNK	UNK	3	UNK	$150,000	CAPITAL	4059

CURRENT CD RATES:
SEE ATTACHMENTS

CDS (RATES):

Current rates - as of 11/2/2026

FDIC-Insured Certificates of Deposit Rates

Term	Annual Percentage Yield* (%)
3-month	4.25%
6-month	4.35%
9-month	4.55%
1-year	4.70%
18-month	4.80%
2-year	4.90%
30-month	0.000%
3-year	4.95%
4-year	5.00%
5-year	5.00%
7-year	N/A
10-year	N/A

Maturities and/or rates may not be available in all states.

*Annual Percentage Yield (APY), effective 11/02/2026. APY interest cannot remain on deposit; periodic payout of interest is required. Certificates of deposit (CDs) offered by Edward Jones are bank-issued and FDIC-insured up to $250,000 (principal and interest accrued but not yet paid) per depositor, per depository institution, for each account ownership category. Edward Jones is not a bank or FDIC-insured institution and deposit insurance only covers the failure of an insured bank. FDIC insurance for brokered-CDs offered by Edward Jones is provided by the FDIC-insured banks that issue the CDs on a "pass-through" basis, which requires certain conditions to be met for coverage to apply. The list of those banks frequently changes. For a list of banks in our network offering brokered-CDs, see **List of Banks for Brokered FDIC-Insured Certificates of Deposit (CDs)**. Contact your financial advisor to determine availability. Above-referenced maturities and rates subject to availability and price change. CD values are subject to interest rate risk such that when interest rates rise, the prices of CDs can decrease. If CDs are sold prior to maturity, the investor can lose principal value. FDIC insurance does not cover losses in market value. Early withdrawal may not be permitted. Yields quoted are net of all commissions. CDs require the distribution of interest and do not allow interest to compound. CDs offered through Edward Jones are issued by banks and thrifts nationwide. All CDs sold by Edward Jones are registered with the Depository Trust Corp. (DTC).

DEPARTMENT OF PROPERTY AND ENVIRONMENT
NOVEMBER, 2026 BOARD REPORT
By Larry D Lynch

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1. **Lakes and Fisheries** – What a couple of weeks! Huge amounts of water in the systems and waterways, probably unprecedented since the lakes were built in the early 70's. The good news is that the spillway structures on all four lakes functioned as designed and were able to handle that water and no damage to any of the dams has been observed. We observed up to 16 inches of water (estimate) in the emergency spillways at times. We did observe some minor erosion in the emergency spillway at Hatcher dam near the discharge zone above the creek, but it seems to be holding and it is a long way away from the dam itself. The State Dam Safety engineer Matt Gavin actually lives nearby in the Hatcher area and took a look at it as well and wasn't overly concerned about it. As soon as water recedes, we will get in there with some rip rap and shore that area up. We will be watching things closely for the next few weeks and take a good look at the dams and structures to make sure everything weathered the storm. The lakes are very turbid currently with high amounts of sediment from the runoff events, we anticipate that things should clear up in the next couple of weeks as those sediments settle out.
2. **Flooding in the Community** – The last couple of weeks we've seen some historical flooding with reports of close to 15 inches of rain totals since September. That's almost as much as our annual average in just a few weeks. We observed some more notable issues especially in a few lower lying neighborhoods in Pines II, Pagosa Highlands, Vista, Trails and Lake Forest Estates. Perhaps an assessment with the county road and bridge department later this fall to look at culverts and ditches could occur in the future. We observed that some clogged culverts underneath personal driveways that also caused some issues, where we might be able to work with the county and get some of these cleaned out in the future. All in all, we fared better than in many areas of the county where much more widespread damage occurred. We should know more in the coming weeks as to how we fared overall as damages can be assessed. We did experience some minor damage to a few areas of the trails, but as best we can determine it seems to be minor. All our Association buildings and facilities seem to have weathered things OK and we have not observed any significant damage or issues with our buildings.
3. **DPE Projects** – The DPE crew has been busy the past couple of weeks dealing with the flooding, working around the lakes to make sure everything is flowing, helping to clear ditches and culverts as needed and minor repairs to trails; we plan to operate the chipper once last time this fall and get everything chipped up (we have about 3 weeks of brush built up due to the wet weather and not being able to chip so it's a lot material this time); we were able to get the new playground site at the Rec Center prepared with

excavation and dirt work, the installation of the new playground is scheduled for early November; we did get all of our grounds and facilities winterized and irrigation systems blown out in October; did some prep work in the upper community garden behind the office, removed all of the old raised planting beds and did grade work in prep for a new garden (we will be building new wooden raised beds this winter in preparation for installation this spring; worked on some grade work and gravel work at boat ramps and community parks; worked on lake aeration systems with testing, repairs and maintenance in preparation for winter operations; we will be getting winter snow removal equipment prepared and checked out in preparation for any winter weather; we will be removing floating docks at boat ramps and moving other larger docks into winter positions this month; and will be working on Holiday prep and decorations as we head into the season toward the end of the month.

4. **Noxious Weed Control**- I finished up some late season weed control applications in early October (fall is an excellent time to get control on certain perennial weed issues) and got equipment winterized. I will be signed up for some Colorado Dept of Ag required continuing education (CEU) training this month to keep my applicator license current including an all-day seminar in Durango mid-month and a couple of webinar type programs as well.
5. **Greenbelt Thinning Operations –** Our contractors were able to complete most of the planned greenbelt operations this summer and fall. All of the planned and targeted tracts were mitigated and came out looking much improved and included tracts in the Lake Forest Estates area, Twincreek, Lake Pagosa Park, Pines II and Trails subdivisions. One tract that was not completely finished was Tract M in the Trails subdivision, wet weather hit us just as the contractors were a few days in. Most of the material was cut down and removed and ready to be chipped on the ground, but it was just too wet to get the chipper and tractor into that area. If we do get a really warm and dry extended period we may be able to get it done this fall, but it may have to wait till spring. We did check with Wildfire Adapted Partnership and the grant cost share will still cover that work next spring. In fact, WAP has informed us they are in good shape financially to offer additional 50% cost share grants for work next year and we are working on a plan to treat additional properties next year while the grant funding is in place.

Pagosa Lakes Property Owners Association

Regular Board of Directors Meeting

Recreation Center Report

Attendance report for October	**2026**
Timeshare Sign Ins	1,246
Member Sign Ins	6,251
Total User Attendance	7,497
Programs and Activities Attendance	
All programs in Aerobics Room	72
Water Aerobics	67
Racquetball	87
Basketball	60
Lap Lane	1,272

Manager's Summary:

Needless to say, October was a rough month for all of us. However, I am incredibly proud of the PLPOA Recreation staff and how they responded during the horrific weather and flooding.

I would like to give a huge shout-out to Todd Ormonde, who helped me keep the Recreation Center open despite limited staffing and communication challenges. I would also like to recognize Ruby Snell and Zak Barlow, who came in even when we had no cell service to check on us and see if we needed assistance. Because of their dedication and willingness to help, we were able to maintain normal operating hours throughout the emergency.

I would also like to highlight that the PLPOA Recreation Center truly became the heart of the PLPOA community during this difficult time. Not only did we provide showers for individuals sheltering with the Red Cross, but we also welcomed homeowners who had lost power, first responders, and volunteers working throughout the flooding event.

Additionally, we were fortunate to have internet and Wi-Fi available. Members and non-members living within the PLPOA were able to use our facilities to contact family members, check emails, work remotely, and stay connected during a very challenging situation.

Most importantly, the Recreation Center provided a much-needed place of comfort and normalcy. For many people who had been stranded at home during the floods, it offered a chance to get out, connect with others, and escape the stress of the situation for a few hours.

I am extremely proud of our staff and grateful for their commitment, teamwork, and dedication to serving our community when it was needed most.

The Recreation Committee met on October 27th. During the meeting, the committee reviewed comment cards, discussed capital improvement

projects, reviewed survey results, and continued discussions regarding the Recreation Center expansion. Turk will provide additional details regarding the committee meeting.

Programs & Community Engagement

Programming activity has begun to slow as we transition into the winter season. The Pagosa Springs High School girls' swim team will begin practicing at the Recreation Center four days per week starting November 9th. Practices will be held Monday through Thursday from 4:15 p.m. to 6:15 p.m. The season is expected to conclude during the first week of February.

I'm currently working on winter programming opportunities, including beginner cross-country skiing and skate skiing classes. We would also like to host a community snowman-building contest. Hopefully, we receive enough snowfall this winter to make these programs possible.

Dog Obedience Training: The Manners 1 Dog Class began on September 22nd at the dog park. The curriculum focuses on basic manners, greetings, leash skills, and introductory whistle recall. Community interest remains strong, and pet-related programming continues to generate reliable participation.

Free Childcare While You Work Out - Kids Club: Our new childcare program is now available for member families. Children ages six weeks to ten years can participate in age-appropriate activities in a safe, supervised environment at no cost to members. This service supports member wellness, reduces barriers to participation, and enhances the overall value of Recreation Center membership.

Community Garden Pumpkin Patch Initiative: Residents are encouraged to save seeds from this year's pumpkins to support the Community Garden's goal of establishing a community pumpkin patch next summer.

Facilities & Maintenance Update

The Recreation Center was fortunate to avoid any major structural or flooding issues during the storms. Three summers ago, vapor barriers and sump pumps were replaced throughout the crawl spaces. Following multiple inspections during and after the flooding event, staff confirmed there were no leaks or water intrusion in any of the crawl spaces.

This proactive investment helped protect the facility and allowed us to remain operational when our community needed us most. It serves as an excellent reminder of the importance of maintaining and improving infrastructure before emergencies occur.

However, the Recreation Center did experience several roof leaks during the storms, primarily in the hot tub area, lap pool area, and one of the family changing rooms. The family changing room sustained the most significant damage.

Jarrod will continue making the necessary repairs as conditions allow. However, due to the age and condition of the roof, these issues are expected to persist throughout the winter months. As snow accumulates and melts, repairs may need to be completed multiple times until a permanent solution can be implemented.

Fitness Equipment

Routine maintenance of fitness equipment continues to be strong.

- One treadmill remains operational but continues to experience HIT pad issues. Replacement is planned for next year.
- A track replacement on a Cybex treadmill successfully eliminated a persistent squeaking noise.
- A cable replacement on the Synergy 360 restored full functionality and returned the equipment to service.

Closing Remarks

As we move into the winter season, staff will continue focusing on maintaining high service levels, expanding recreational opportunities, and addressing facility maintenance needs. Despite the challenges presented by October's flooding and severe weather, the Recreation Center remained operational and served as a valuable resource for our community. I am grateful for the dedication of our staff and proud of the role the Recreation Center played in supporting PLPOA residents during a difficult time.

October 2026 Monthly Inspections and Compliance Activity

DCS staff conducted community inspections, complaint-related inspections, project inspections, and compliance follow-up throughout the PLPOA communities.

Compliance Activity and Statistics.
New covenant concerns identified: **27**
Courtesy Notices issued: **14**
Formal violation notices issued: **8**
Concerns addressed, cured year-to-date: **602**

Primary areas of observation included.

- Tall grass, weeds, overgrown vegetation, and general lot maintenance
- Wildfire mitigation and combustible vegetation
- Property and exterior structure maintenance
- Vacation rentals, i.e., community standards, & exterior lighting
- Trash and refuse storage
- Parking conditions
- Recreational vehicle, camper, boat, and trailer storage
- Construction activity and project compliance
- Improvements undertaken without required approval
- Setback and property-use concerns
- General nuisance and neighborhood maintenance concerns

Whenever appropriate, staff contacted owners to explain observed conditions, provided information regarding applicable requirements, answered questions, and encouraged correction before additional enforcement measures became necessary.

Architectural / Improvement Review Support

During September, DCS continued assisting property owners, contractors, and applicants with the Association's improvement review and approval processes.

Reviewed and processed Environmental Control Committee applications: **47** Architectural Control Committee applications processed year-to-date: **706**

<u>A few highlights: (year to date)</u>
New Single-Family Residential (SFR): **41**
Major Projects: **71**
Minor Projects: **249**
Tree Removal/Fire Mitigation: **104**
Extensions/Revisions: **111**

As-Form Inspections: **33**

Staff assisted with preliminary reviews of projects, site plans, setbacks, improvement requirements, application documentation, project status questions, and inspection coordination. DCS also continued monitoring active and approved construction projects and following up when work appeared inconsistent with approved plans or when improvements may have commenced without required approval. The November DCS report will include supporting information of flood property reporting, verified inspections, documentation, including the October 23–24 flooding, infrastructure recovery efforts, and renewed emergency conditions on November 1–2, monthly updates.

Respectively submitted,

Department of Community Standards
Pagosa Lakes Property Owners Association

PAGOSA LAKES PROPERTY OWNERS ASSOCIATION

DEPARTMENT OF COMMUNITY STANDARDS

OCTOBER 2026 MONTHLY REPORT

Presented to: PLPOA Board of Directors

Board Meeting: November 11, 2026

Reporting Period: October 1–31, 2026

Prepared by: Department of Community Standards Manager

1. Executive Summary

Throughout October 2026, the Department of Community Standards (DCS) continued its commitment to protecting property values, promoting neighborhood safety, maintaining community standards, and providing professional, responsive service to property owners throughout the 27 subdivisions of the Pagosa Lakes Property Owners Association.

Building upon the Department's September community-wide compliance inspection initiative, October priorities included property owner engagement, education, compliance follow-up, project and improvement reviews, contractor communication, seasonal property maintenance, and preparation for winter conditions.

However, the historic flooding experienced throughout Pagosa Springs and Archuleta County during the latter part of October brought an extraordinary challenge to our community.

As significant flooding affected homes, businesses, transportation routes, public infrastructure, and local services, the importance of community preparedness, cooperation, compassion, and effective communication became especially apparent.

During this difficult period, the Department's priorities appropriately emphasize public safety, property owner assistance, community recovery, and reasonable flexibility in compliance administration.

Our guiding philosophy remains consistent:

Engagement, Education, Outreach, and Voluntary Compliance — Enforcement Only When Necessary.

2. Community-Wide Compliance Inspection Program

Following the September initiative to inspect properties throughout all 27 PLPOA subdivisions, October's operational focus included continued documentation, review of observed conditions, homeowner communication, and follow-up on identified compliance concerns.

The objectives of this program remain:

- Establish consistent inspection coverage throughout the Association.
- Identify exterior property conditions requiring maintenance or attention.
- Develop accurate geographical and statistical information regarding community compliance.
- Encourage property owners to voluntarily address identified concerns.
- Promote consistency and fairness in the administration of community standards.
- Reduce the need for formal violations through education and early communication.

Primary Inspection Priorities

The Department's seasonal inspection priorities included:

- Exterior lighting, including shielding, downward illumination, motion detection, and operational timers.
- Property maintenance, exterior storage, trash, and debris.
- Recreational vehicles, trailers, boats, and parking requirements.
- Unapproved improvements and active construction projects.
- Vegetation management and wildfire mitigation.
- Drainage, erosion control, and stormwater runoff.
- General neighborhood nuisance and property use concerns.

DCS continues emphasizing accurate documentation, consistency in inspections, and professional communication with property owners.

3. Property Owner Engagement, Education, and Outreach

The Department continued encouraging property owners and contractors to communicate with DCS before beginning projects, making property alterations, or addressing questions regarding the Association's governing documents.

October's educational priorities included seasonal property maintenance, drainage management, exterior lighting, construction requirements, and preparation for changing weather conditions.

DCS continues to recognize that many compliance concerns can be resolved through courteous conversation, clarification of applicable standards, and reasonable opportunities for voluntary correction.

This proactive approach supports positive relationships between property owners, Association staff, and the Board of Directors.

Short-Term Rental and Property Manager Outreach

The Department also continued emphasizing consistent standards for short-term rental properties, including exterior lighting, parking, refuse management, property maintenance, and neighborhood considerations.

Property managers remain important partners in maintaining community standards and communicating expectations to owners, tenants, and guests.

4. Historic October Flooding — Community Impact and Response

The severe flooding experienced in Pagosa Springs and surrounding Archuleta County communities during October 2026 represents one of the most significant public safety and infrastructure challenges our area has faced in recent history.

The flooding resulted in emergency declarations, evacuations, roadway and bridge closures, infrastructure damage, utility disruptions, and substantial hardship for affected residents and businesses.

These events reinforced the importance of coordinated emergency communication, stormwater management, responsible development, and community preparedness.

DCS Community Support and Responsibilities

The Department recognizes that property owners affected by flooding may face significant challenges involving property damage, cleanup, drainage, erosion, debris removal, damaged improvements, and reconstruction.

As recovery continues, DCS will emphasize the following priorities:

Property Owner Assistance: Provide compassionate communication, guidance regarding Association requirements, and assistance in understanding approval procedures for necessary property repairs.

Reasonable Compliance Considerations: Evaluate flood-related property conditions individually and consider appropriate flexibility in correction timelines, consistent with the Association's governing documents and enforcement policies.

Emergency Repairs and Improvements: Help property owners distinguish between necessary emergency stabilization and improvements that require ECC review or other approvals. Emergency conditions do not automatically eliminate applicable permitting requirements.

Drainage and Erosion Education: Continue educating property owners and contractors about proper drainage practices, erosion control, runoff management, and the importance of protecting neighboring properties.

Interagency Communication: Refer property owners to the appropriate emergency management, county, town, utility, and public safety agencies for authoritative information.

Safety and Recovery: Encourage residents to document damage, avoid hazardous floodwaters and unstable areas, follow official evacuation instructions, and use qualified professionals when evaluating damaged structures or utilities.

A Community United

The Department wishes to acknowledge the extraordinary efforts of emergency responders, the Archuleta County Sheriff's Office, local government personnel, utility providers, volunteers, community organizations, and residents who have assisted neighbors during this emergency.

The availability of the PLPOA Clubhouse at 230 Port Avenue as an emergency evacuation shelter emergency response further demonstrates the importance of community facilities and local partnerships.

Although the initial flooding occurred in October, the renewed emergency conditions extending into early November illustrate that recovery will require continued attention and cooperation.

Our message to affected property owners is simple: Your safety, your families, and your recovery come first. The DCS team is committed to treating those facing hardship with dignity, understanding, kindness, and compassion.

5. Stormwater Management, Drainage, and Erosion Control

October's flooding further demonstrated why effective stormwater management is essential to protecting individual properties, neighboring homes, roads, drainage infrastructure, and the surrounding natural environment.

As part of the Department's ongoing educational efforts, DCS will continue communicating the importance of:

- Maintain existing drainage pathways and properly functioning culverts. existing drainage pathways and properly functioning culverts.
- Avoiding unauthorized changes that redirect stormwater toward neighboring properties.
- Controlling erosion and sediment movement during construction.
- Protecting slopes, drainage channels, and disturbed soils.
- Evaluating runoff before installing driveways, retaining walls, landscaping, or other improvements.
- Obtaining appropriate approvals before undertaking work that may affect drainage, waterways, or protected areas.

DCS encourages property owners to consult qualified professionals when significant drainage, slope stability, or erosion concerns are present.

Stormwater management remains a shared responsibility requiring cooperation among property owners, contractors, the Association, and appropriate governmental agencies.

6. Environmental Control Committee and Project Review

DCS continued its administrative support for the Environmental Control Committee (ECC) and the Association's improvement review process.

Ongoing responsibilities include:

- Reviewing project applications for completeness.
- Assisting owners and contractors with site plans and project requirements.
- Coordinating ECC reviews and project inspections.
- Providing guidance regarding setbacks, building envelopes, drainage, and lot coverage.
- Monitoring approved improvements for consistency with submitted plans.
- Addressing construction-related questions and complaints.

With flood recovery underway, the Department anticipates additional homeowner questions involving repair projects, grading, drainage modifications, retaining walls, and replacement of damaged improvements.

DCS will work to provide timely guidance while maintaining the integrity of applicable design standards and approval requirements.

7. Fall and Winter Seasonal Preparedness

As the community transitions into colder weather, DCS continues encouraging property owners to prepare their properties for winter conditions.

Educational priorities include securing outdoor materials, addressing drainage and erosion concerns *before freezing conditions*, maintaining safe access to properties, managing exterior storage, and planning construction activities around seasonal weather.

Property owners should address routine maintenance concerns before snow accumulation makes corrective work harder.

Special consideration should be given to properties affected by flooding, where saturated soils, damaged drainage systems, and exposed areas may create additional challenges during freezing and thawing cycles.

8. Department Operations and Administrative Improvements

DCS continues working toward improvements in operational consistency, staff accountability, documentation, and customer service.

Department priorities include:

- Standardized inspection and compliance documentation.
- Consistent tracking of complaints and corrective actions.
- Improved coordination among inspectors, project review personnel, and administrative staff.
- Accurate geographical and statistical reporting.
- Clear communication regarding compliance timelines and requirements.
- Improved coordination with other PLPOA departments and management.

These improvements support greater transparency, operational efficiency, and consistent service to the Association's property owners.

9. November Priorities and Action Plan

Looking ahead, the Department will focus on the following priorities:

1. **Flood Recovery Support:** Assist affected property owners with questions regarding cleanup, repairs, drainage, and necessary project approvals.
2. **Community Safety:** Continue communicating verified emergency information and referring residents to appropriate public safety and recovery resources.
3. **Compliance Follow-Up: Continue outstanding inspections and compliance matters, prioritizing safety and considering flood-related hardships.**
4. **Stormwater Education:** Expand property owner and contractor outreach concerning drainage, erosion prevention, and responsible site development.
5. **Winter Preparedness:** Encourage proactive maintenance and safe property conditions before winter weather intensifies.
6. **ECC and Project Coordination:** Maintain timely and consistent project review services, including requests involving flood-damaged properties.
7. **Operational Reporting:** Continue developing measurable inspection, compliance, and engagement information for future Board reports.

10. Closing Remarks to the Board of Directors

October was a month that reminded us that the strength of our community is measured not only by the appearance of our neighborhoods or the enforcement of our governing documents, but also by the way we care for one another during difficult times.

The historic flooding throughout Pagosa Springs and Archuleta County has affected families, businesses, and neighbors in ways that may take considerable time to overcome.

As the Department of Community Standards, we recognize our responsibility extends beyond compliance with inspections and architectural reviews. It includes listening, educating, assisting, and providing a professional and compassionate point of contact for the property owners we serve.

We remain committed to maintaining the standards that protect our community while recognizing that extraordinary circumstances require understanding, cooperation, and sound judgment.

Compliance remains our objective, not violations. Education remains our preferred approach, and compassion remains an essential part of public service.

On behalf of the entire Department of Community Standards team, we extend our sincere concern and support to everyone affected by the flooding. We also express our appreciation to the Board of Directors, PLPOA leadership and staff, emergency responders, community partners, and the many residents who continue helping one another.

Together, we will continue working toward a safe, resilient, responsible, and caring community.

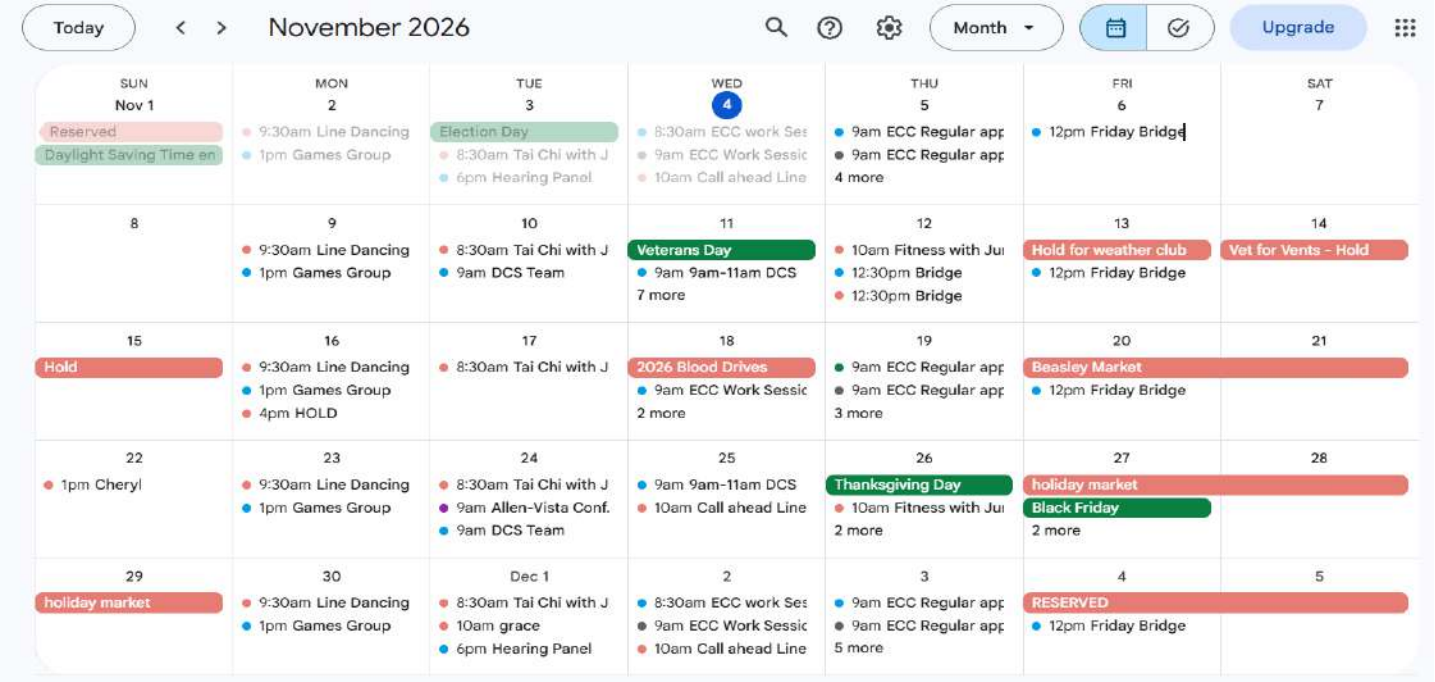
Respectfully submitted,

Department of Community Standards Manager

Pagosa Lakes Property Owners Association

Lifestyle and Communications Report – Jenifer Pitcher

- **Governing documents text extraction:** The OCR cleanup of all governing documents should be completed by next Wednesday (Nov 11). I ended up switching over to HOAi about half way through turns out they had already done this work while building the search agent we use as a tool through HOAi.
- **HOAi:** HOAi has proven more powerful than I first expected, especially for PLPOA-specific needs and its integration with Vantaca. I will say more in the verbal report at the meeting. I'm excited to move forward with the tools we already have in place.
- **Reception and voice:** I'm especially interested in using the HOAi voice agent to help with reception and field questions. Candace retires in March and we are not rehiring the position. Instead, we will divide the duties and start building a Reception agent.
- **Email forwarding:** Echo is ready to begin forwarding emails to the team as soon as the resolution passes. We have not received any correspondence at this email address this month.
- **Survey:** The survey is out.
- **Welcome Santa event:** I'm working with Nicole on this year's event, which will run over two days.
    - **Evening:** A drone show welcoming Santa to PLPOA, for the whole community to enjoy.
    - **Next morning:** Cookies and pictures with Santa.
- **Holiday donation drive:** The two-week drive launches Monday, Nov 9.
- **Clubhouse:** The Clubhouse has been used as a shelter and relief station for the Red Cross. This forced us to cancel this weekend's Holiday Market. We have rescheduled it for **Nov 27 and 28**.
    - **Senior Center collaboration:** 30+ vendors.
    - **Beesly art show:** 11 vendors.



Pagosa Lakes Property Owners Association, INC.

ENVIRONMENTAL CONTROL COMMITTEE MEETING AGENDA

October 1, 2026

9:00 AM / VISTA CONFERENCE ROOM

Environmental Control Committee Member Eric Christensen called the regular meeting of the Environmental Control Committee to order at 9:04 a.m. in the Vista Conference Room of the Pagosa Lakes Property Owners Association Adminstration Building, located at 230 Port Avenue, Pagosa Springs, Colorado. Member Christensen announced that audio or video recording is not permitted.

Present and voting were ECC Members Eric Christensen, David Rosandich, and Leslie Rosczyk. Also present was ECC Member Michael Crowe and prospective ECC Member Chelsea Archer.

Staff present included DCS Manager Christopher Simpson, Administrative Assistant Kelly Myers, and Administrative Assistant Dana Vallejos. Administrative Assistant Kelly Myers served as Recording Secretary.

1. Approval of Agenda

Moved by Member Rosczyk, seconded by Member Rosandich and unanimously carried to approve the ECC Agenda as submitted.

2. Approval of Minutes of previous Meeting

Moved by Member Rosczyk, seconded by Member Rosandich and unanimously carried to approve the September 17, 2026 ECC Minutes as submitted.

3. Public Comment

None

Item #	Homeowner	XN	Lot No	Property Address	Subject
1.	**BENCHMARK COMMERCIAL**	**1174826**	**35& 36**	**412 Bastille Dr**	**Sign - Commercial**

Install a (6' X 4') "White" aluminum sign with "Black" lettering and "Foam Insulation Specialists" logo on the side of the building facing the street.

2.	**LANDRUM**	**1174857**	**22XA**	**31 Gala Pl**	**Written Request - Color change**

Written request application to change the color of the stucco to "Sage."

3.	**SMITH**	**1174828**	**476**	**28 Dragoon Ct**	**Written Request - Hot Tub**

Written request to install a "Pecan" color hot tub on a previously approved (16' X 24') gravel pad in the backyard.

Item #	Homeowner	XN	Lot No	Property Address	Subject
4.	**PERK/KRUGER**	**1179240**	**226**	**69 Surrey Dr**	**Written Request- Metal Roof Color Change**

Written request to change the color of the existing metal roof to "Cocoa Brown".

5.	**BUCKINGHAM**	**1174864**	**524X**	**789 Twincreek Cir**	**Fence**

Fence application to install a (4') tall "Dark Gray" vinyl (80') portion of fence along the front of the consolidated property. The fence will match the garage door, metal roof, and shed.

6.	**WENZEL**	**1179241**	**101**	**364 Canyon Cir**	**Fence**

Fence application to build a (5') tall (2) pine rail "Natural" wood picket fence, good side out, spanning along the northwest section of the property to enclose the yard.

7.	**SHEPARD**	**1179246**	**25**	**252 Butte Dr**	**Minor - Door**

Minor application to add a new Entry door and change the other exterior doors from "White" to "Brown". Homeowner will be turning in paperwork and paying Friday, September 25th.

8.	**SERRATOS**	**1179185**	**166-167**	**19 Lassen Dr**	**Minor - Driveway Extension & Material Change**

Minor application to enlarge the driveway to (24' X 40') and change the material to concrete.

9.	**LEWIS**	**1174827**	**134X**	**66 Lake Forest Cir**	**Minor - Material Change Driveway**

Minor application to concrete the existing driveway.

10.	**ROMERO/CHAVEZ**	**1179250**	**716**	**14 Laurel Dr**	**Minor - Material Change Driveway**

Material Change application to change the (44' X 22') existing driveway to asphalt.

Moved by Member Rosczyk, seconded by Member Rosandich and unanimously carried to Approve items 1-10 as submitted.

Item #	Homeowner	XN	Lot No	Property Address	Subject
11.	**SANTILLE**	**1179243**	**537X**	**70 Grenadier Pl**	**Minor - Material Change on Addition**

Minor application to use stucco on the addition that is being built to match existing brown siding on the home, add "Rusted Metal" wainscot to the addition and screen mechanical equipment with (4' X 5') "Brown" metal.

Approved by Electronic vote 2-1.

12.	**MCDANIEL**	**1174838**	**35**	**89 Northshore Cir**	**Minor - Shed**

Minor application to install a (10' X 20') shed on gravel to match the home and roof color. This is a consolidated lot as seen in the satellite map.

13.	**SPENCER**	**1179188**	**865**	**157 Woodland Dr**	**Minor - Shed**

Minor application to install a (12' X 16') shed in the backyard within the building envelope to match the home in material and color.

Moved by Member Rosczyk, seconded by Member Rosandich and unanimously carried to Approve items 12-13 as submitted.

14.	**CHAGRA/STEINER**	**1174804**	**563**	**60 Lilac Ct**	**Staff Approval - 1st Extension**

1st Extension Approved 10-16-26 Expires 4-16-27.

15.	**SAN JUAN HOMES**	**1179280**	**240-241**	**43 Yeoman Dr**	**Staff Approval - 2nd Extension**

2nd Extension Approved 9/4/26 Expires 3/4/27.

16.	**SAN JUAN HOMES**	**1179281**	**238-239**	**61 Yeoman Dr**	**Staff Approval - 2nd Extension**

2nd Extension Approved 11/20/26 Expires 5/20/27

17.	**CLOVER COTTAGE LLC**	**1174750**	**435**	**330 Beaver Cir**	**Staff Approval - Lake Shoreline Request**

Lake Shoreline request to place (4-8") river rock with gravel over area where reeds were cut last year.

Item #	Homeowner	XN	Lot No	Property Address	Subject
18.	**MCNAIRY**	**1170182**	**16X**	**1129 Cloud Cap Ave**	**Staff Approval - Lake Shoreline Request**

Lake shoreline request to add approximately (2') of (4-8") rock along (38') lakefront property line to repair erosion. The current shoreline is dirt and weeds. This will be aesthetically pleasing and prevent future erosion.

19.	**MONYOK**	**1170269**	**23**	**802 Cloud Cap Ave**	**Staff Approval - Tree Removal**

Staff approval tree removal of 1 Pine on the west side of the front yard flagged with pink tape.

ADJOURN

The next ECC Work Session will be on October 14, 2026, and the next ECC Committee meeting will be on October 15, 2026 at 9:00 a.m.

Moved by Member Rosczyk, seconded by Member Rosandich, and unanimously carried to adjourn the meeting at 9:05 a.m.

Pagosa Lakes Property Owners Association, INC.

ENVIRONMENTAL CONTROL COMMITTEE MEETING AGENDA

October 15, 2026

9:00 AM / VISTA CONFERENCE ROOM

Environmental Control Committee Member David Rosandich called the regular meeting of the Environmental Control Committee to order at 9:15 a.m. in the Vista Conference Room of the Pagosa Lakes Property Owners Association Administration Building, located at 230 Port Avenue, Pagosa Springs, Colorado. Member Rosandich announced that audio or video recording is not permitted.

Present and voting were ECC Members David Rosandich, Leslie Rosczyk, and Chelsey Archer.

Staff fpresent included General Manager Allen Roth, Administrative Assistant Kelly Myers, and Administrative Assistant Dana Vallejos. Administrative Assistant Kelly Myers served as Recording Secretary.

1. Approval of Agenda

Moved by Member Rosczyk, seconded by Member Archer and unanimously carried to approve the ECC Agenda as submitted.

2. Approval of Minutes of previous Meeting

Moved by Member Rosczyk, seconded by Member Archer and unanimously carried to approve the October 1, 2026 ECC Minutes as submitted.

3. Public Comment

None

Item #	Homeowner	XN	Lot No	Property Address	Subject
1.	**ADAMS**	**1179284**	**8**	**1401 S Pagosa Blvd**	**Preliminary Review - Lot Line Adjustment**

Preliminary Review for a lot line adjustment. The owners of the property at 1333 S. Pagosa Blvd in Meadows 1 would like to transfer a 0.85 acre sliver of their property to the owners of 1401 S. Pagosa Blvd in Meadows 4. The property to be transferred is in the back half of both properties. The property will be surveyed and revised plats will be prepared for submittal to the county once the concept is approved by PLPOA.

2.	**MATHIA**	**1179285**	**128X**	**420 Cimarrona Cir**	**Written Request - Color change**

Written request to paint the garage door "Cinnabark" to match the deck, stairs, other exterior doors and roof.

3.	**MILLER**	**1179282**	**53**	**76 Mockingbird Pl**	**Written Request - Flagpole**

Written request to install a (20') tall "Black" aluminum flagpole in the front yard of the home.

Item #	Homeowner	XN	Lot No	Property Address	Subject
4.	**BARSANTI**	**1183738**	**563**	**787 Stevens Cir**	**Written Request - Garage Door Color Change**

Written request to paint the Garage door "Windham Cream." The home is stained cedar.

5.	**SUTTON**	**1183674**	**226 & 227**	**423 Midiron Ave**	**Written Request - Roof Color Change**

Written request for a color change to the Roof and Entry door "Royal Blue."

6.	**OSWALD**	**1188075**	**51X**	**84 Laguna Pl**	**Fence**

Fence application to install a (6') tall cedar dog-eared picket fence in the backyard and a (4') tall cedar dog-eared picket fence in the front yard connecting to an already matching existing fence to form an enclosure. The fence will include (2) cedar rails, with the finished (good) side facing out.

7.	**KURZ**	**1188089**	**376-377**	**159 Domicile Cir**	**Fence - Fence, Gates & Trees**

Fence application to install a (6') tall "Cedar Red" cedar picket fence with (3) cedar rails good side out and (2) (4' X 6') "Cedar Red" picket gates to match forming a backyard enclosure. Plant (1) Aspen tree in the front yard and (2) Maple trees in the backyard.

Moved by Member Rosczyk, seconded by Member Archer and unanimously carried to approve items 1-7 as submitted.

8.	**FOSS**	**1183643**	**215XXX**	**131 Carpin Cir**	**Fence - Privacy**

Fence application to install a (6') tall "White" vinyl picket fence with (2)(4") "White" vinyl rails along the north side of the property within an existing fence on their property for privacy.

Item 8 withdrawn by the homeowner.

9.	**ANDERSON**	**1179283**	**223X**	**198 Woodridge Cir**	**Minor - Add Railing to Back Deck**

Minor application to add "Natural" redwood framed railing with "Black" hog wire insert to the deck on the back of the home.

10.	**GURULE**	**1188072**	**16X**	**333 W Golf Pl**	**Minor - Deck Extension**

Minor application to extend the rear deck. The proposed project will extend the deck by 4' wide. The (8' X 16') rear deck will be constructed with treated wood and (3 1/2" X 42") rails.

Item #	Homeowner	XN	Lot No	Property Address	Subject
11.	**STOKER**	**1183691**	**223**	**403 Falcon Pl**	**Minor - Exterior and Landscaping**

Minor application to add tresses under roof peak, paint the window and corner trim, and exterior doors. The purposed color for all items will be "Iron Ore." Landscaping throughout the rear yard, including a propane fireplace and hottub.

Moved by Member Rosczyk, seconded by Member Archer and unamiously carried to approve items 9-11 as submitted.

12.	**NELSON**	**1183760**	**121**	**281 Pompa Dr**	**Minor - Overhang**

Minor application to add a (12' X 6') overhang to an existing horse shelter within the building envelope. The colors will match the existing shelter and the home.

Item 12 withdrawn by the homeowner.

13.	**O'CONNELL/WANTA**	**1183660**		**10 S Debonaire Ct**	**Minor - Rear Porch**

Minor application to enclose existing back porch to become a 4 seasons room. The enclosure will have LP Smart siding, trim & fascia to match the home with stained wood trim to match the home and "Black" corrugated metal around base of deck to match the home. The door and windows will match the current ones on the home.

14.	**MORGAN**	**1183687**	**112**	**832 Scenic Ave**	**Major - Bedroom Addition**

Major application to construct a bedroom.
The exterior colors match house.
The exterior color and material palette is as follows:

Siding: Cedar
Trim, Fascia, and Soffit: Wood
Roof: 6:12 pitch - Metal
Window Frame: "White"

Contact Archuleta County for permit and material requirements.

15.	**THE STEPHANIE A OELRICH LIVING TRUST**	**1183644**	**19**	**1172 Scenic Ave**	**Major - Detached Garage Pole Building**

Major application to install a (32' X 30') metal detached garage pole building to match the home and roof in color within the building envelope.

Item #	Homeowner	XN	Lot No	Property Address	Subject
16.	**NOVAK/EASLEY**	**1183645**	**388**	**115 Periwinkle Dr**	**Major - Landscaping**

Major application for landscaping in the backyard with (1) (10' X 10'6") flagstone patio and new flagstone cap steps with chopped stone veneer and landing leading to a (36'3" X 9'6") flagstone patio with a (18") tall, (12') long sitting wall. Boulders, rock & cobbles will stabilize the slope and there will be a flagstone and gravel path.

17.	**LUCERO**	**1183759**	**60**	**297 Fox Pl**	**Major - Prebuilt Horse Barn**

Minor application to install a (12' X 28') portable horse barn within the building envelope on the northwest portion of the property. The horse barn will match the home and roof in color.

18.	**BREWER**	**1183628**	**19**	**39 Teal Cir**	**Major - Roof Material Change**

Major application to change the material of the Roof and Garage door to "Black" metal, color change to "Black" for the Entry door and trim. The house will remain grey.

19.	**LACROSSE**	**1188071**	**232**	**682 Harvard Ave**	**Major - Septic Upgrade**

Major application to upgrade the existing septic system from a 3 bedroom system to a 5 bedroom system to meet Archuleta County requirements.

20.	**AVERY TRUST**	**1188073**	**133**	**2721 S Pagosa Blvd**	**Revision - Material Change**

Revision to SFR - Approved "Stone" Wainscot to "Taupe" metal.

21.	**ANNE G BRENT LIVING TRUST**	**1188090**	**712**	**19 Sugarloaf Dr**	**Revision to SFR - Color Change**

Revision to a Single-family Residence permit to change the Siding color to "Rockwood Clay", Trim & Fascia "Accessible Beige", Garage door "Urban Bronze" and the Entry door "Cavern Clay."

Item #	Homeowner	XN	Lot No	Property Address	Subject
22.	**SAN JUAN HOMES**	**1188088**	**205-206**	**64 Yeoman Dr**	**Single-family Residence**

Major application for a single-family residence on a lot that meets minimum requirements for lot size, building height from grade, setbacks, and garage and parking spaces. The proposed driveway (24' X 16') will be gravel, the apron (24' X 20') will be concrete, with the path of travel and drainage measures identified on the site plan. Proposed exterior features include a covered entry (24' 4" X 7' 6") with a concrete slab and a rear patio (24' 7" X 13' 8") with a concrete slab.
Exterior lighting will be fully shielded. A landscaping plan checklist and locations for the propane tank, including required screening, are provided.
The exterior color and material palette is as follows:
Siding: Batten and Board– “Antique Barnwood”, Stucco "Anonymous", Span Hewn Stone
Wainscot: Corrugated metal – “Black Magic”
Trim, fascia, and soffit: Hardie Board– “Black Magic”
Roof: 3:12 pitch metal – “Black”
Main entry door: Steel – “Black”Other Exterior doors: Steel – “Black”
Garage door: Metal – “Black”
Windows: “Black”
Exposed concrete: “Grey”
A stipulation of approval is that onsite drainage incorporates features or methods to mitigate concentrated flows, except where directed into existing drainage swales, and to re-establish natural drainage patterns at the property line. This is required to prevent unreasonable flooding, erosion, sedimentation, or other damage to adjacent properties caused by stormwater discharge. Contact Archuleta County for permit and material requirements.

23.	**RIVAS**	**1188139**	**307X**	**189 Eldorado St**	**Fence**

Fence application to install a (4') fence in the front, rear and side of property lines. The proposed fence will be constructed of "Dark Grey" stained wood rails with 14 gauge welded wire and will include (1) (5') and (1) (12') "Black" metal gate.

Moved by Member Rosczyk, seconded by Member Archer and unanimously carried to approve items 13-23 as submitted.

24.	**AVERY TRUST**	**1183736**	**133**	**2721 S Pagosa Blvd**	**Staff Approval - 1st Extension**

1st Extension Approved 11-7-26 Expires 5-7-27

25.	**AVERY TRUST**	**1183735**	**133**	**2721 S Pagosa Blvd**	**Staff Approval - 3rd Extension**

3rd Extension Approved 10-3-26 Expires 4-3-27

26.	**RETZLOFF REVOCABLE LIVING TRUST**	**1183734**	**1**	**16 Caddy Cir**	**Staff Approval - Tree Removal**

Staff approval tree removal of 1 Ponderosa Pine in the front yard.

Item #	Homeowner	XN	Lot No	Property Address	Subject
27.	**PAYNE TRUST**	**1179254**	**34**	**322 Pines Dr**	**Staff Approval - Tree Removal**

Staff approval tree removal of 1 Aspen tree in the front yard.

ADJOURN

The next ECC Work Session will be on November 4, 2026, and the next ECC committee meeting will be on November 5, 2026, at 9:00 a.m.

Moved by Member Rosczyk, seconded by Member Archer, and unanimously carried to adjourn the meeting at 9:17 a.m.

Respectfully Submitted,

Kelly Myers Dana Vallejos

LOT CONSOLIDATIONS

Lot Consolidations	2026	2027	2028	2029	2030	2031	2032
January	0						
February	2						
March	1						
April	1						
May	1						
June	3						
July	1						
August	1						
September	3						
October	2						
November							
December							
Total	15	0	0	0	0	0	0
Consolidations -							
Un-Consolidations -							

ECC Liaison Report

DESCRIPTIONS	October		YTD	Previous YTD		
	1-Oct	15-Oct	2026	2025	2024	2023
New Single-Family Residential (SFR)	0	1	41	56	69	45
Manufactured New or Used Placement	0	0	0	0	4	0
Major Projects	0	6	71	58	55	49
Minor Projects	9	9	249	271	307	256
Variance Request	0	0	3	4	9	9
Solar	0	0	9	32	24	27
Boat Dock and Shoreline Permit	2	0	15	18	8	0
Sign/Banner	1	0	1	2	7	2
Seasonal and Temporary Structures	0	0	9	10	12	11
Tree Removal/Fire Mitigation	1	3	104	113	129	102
Extensions/Revisions	3	4	111	210	283	280
Written Request: Miscellaneous	3	4	84	97	114	85
New Commercial Structure	0	0	0	1	0	2
Multi-Family Structures	0	0	0	1	0	2
Application Submissions	19	28	706	875	1029	883
Preliminary Reviews	0	1	14	7	15	unk
As Form Inspection	0	1	33	37	70	54
Notes						

Minutes of the Parks, Trails and Outdoor Recreation Committee Meeting
Thursday, October 29, 2026

The meeting was called to order at 2 p.m. by committee chair Kurt Raymond. Committee members present were Mr. Raymond, Ken Wilbert, Dennis Medina, Steve Chaney, David Bouquet and Paul Kriescher. Bill Nobles board liaison was present along with staff, Larry Lynch and Amanda Gadomski with the town of Pagosa Springs and PARC.

The committee heard from Amanda about PARC (Pagosa Area Recreation Coalition), who summarized the recreational and conservation planning efforts of the past 2 years, all of the public feedback, Task Force meetings and early win projects that PARC has been involved with. Amanda expressed a desire to work with Pagosa Lakes and the committee to help improve recreational improvements and public involvement on a number of projects in the coming years that could include additions to the Town to Lakes Trail, new trails in the Turkey Springs and Coyote Hill area of the National Forest as well as improvements in the town and outlying landscapes.

Lynch then updated the committee on the North Pagosa Trail Extension project. Stating that a State Trails grant application was submitted in early October for approximately $175K of a total $500K project. We would learn in April if the grant is successful. The committee discussed the new trail proposal and Kurt reminded everyone that this was the number one priority trail in the 2025 Parks and Trails Master Plan. Ken asked if it would be possible to add a short segment of natural surface trail down to Sweetwater Dr area of Twincreek and Lynch stated that would be fairly easy to do, in fact a trail already exists that connects that area.

Kurt then took a minute to introduce the 2 new committee members, David Bouquet and Paul Kreischer. Both introduced themselves and gave the committee a short background of themselves and their interest in parks and trails.

Lynch then summarized some of the other long range capital improvements that the board has discussed including the Piedra to Aspenglow trail in Lake Pagosa Park; the Hatcher gravel trail extension to Pebble Cir; and the Dutton Trailhead. These projects could come as soon as 2027 or 2028 pending board direction. Bill Nobles summarized the board's plan to release a survey to the community to get a better feel for owner desires and wishes.

The committee also discussed the Trails/Chris Mt proposed playground, where the CDC is looking into grant funding to construct a playground in the Trails and Chris Mt II neighborhood. This is an area of heavy growth the past few years with a lot of new homes and younger families moving into the area. If a grant were secured to pay for most of the costs the PLPOA would simply be supplying the land and possibly building a small parking area. This is an area

where the committee took a field trip the previous year to look at possible sites for a playground and other improvements such as trails to connect neighborhoods.

RESOLUTION 2026-___ OF THE BOARD OF DIRECTORS
OF PAGOSA LAKES PROPERTY OWNERS' ASSOCIATION, INC.
Resolution Revising Project Permit Process

WHEREAS, The Declaration of Restrictions and Bylaws governing the Pagosa Lakes Property Owners' Association allows for the implementation of Rules and Regulations for the Association, and require a project application and ECC approval for improvements to a property; and

WHEREAS, The Declaration of Restrictions, Association Bylaws, Resolutions, Rules and Regulations adopted by the PLPOA Board of Directors have been established and enforced for the benefit and protection of all property owners; and

WHEREAS, there is statutory authority for such enforcement in the State of Colorado Statutes, Colorado Revised Statutes Section 38-33.3-302(3)(b) of the Colorado Common Interest Ownership Act (CCIOA) explicitly mandates those decisions regarding architectural or landscaping changes "shall not be made arbitrarily or capriciously." If an HOA allows a neighbor to construct a specific improvement (such as a certain type of fence, shed, or deck extension) and deny an identical request without a distinct, material differentiator, they have violated their fiduciary duty; and

WHEREAS, in Colorado, the seminal case law establishing that a Homeowners Association (HOA) or its Architectural Control Committee (ACC) cannot arbitrarily deny a member's permit while allowing the same improvement at a neighboring property is Rhue v. Cheyenne Homes, Inc., 490 P.2d 1083 (Colo. 1971); and

WHEREAS, in Colorado, building upon this rule, several key appellate cases and Statutory Components directly handle scenarios where homeowners defeated their respective HOAs in court by pointing out arbitrary denials and unequal enforcement such as: Gleneagle Civic Association v. Hardin, 205 P.3d 462 (Colo. App. 2008), Rywalt v. Writer Corp., 526 P.2d 316 (Colo. App. 1974), Woodward v. Board of Directors of Tamarron Association of Condominium Owners, Inc. (2007), etc.

WHEREAS, The Board wishes to update the Project Permit Process to include the understanding and adoption of these principles to help guide the ECC and avoid civil litigation;

THEREFORE, The Project Permit Process is hereby amended to include a historical review. Any proposed secondary structure must comply with established community precedents and matching architectural standards within the same subdivision.

PRESIDENT'S AND SECRETARY'S CERTIFICATION: The undersigned, respectfully being

the President and Secretary of the Pagosa Lakes Property Owners Association, a Colorado nonprofit corporation, certify that the foregoing Resolution was approved and adopted by the Board of Directors of the Association, at duly called and held meeting of the Board of Directors of the Association on 10/14/2026 And in witness thereof, the undersigned have subscribed to their names.

By: _____
William Nobles, President

Attest: _____
Evan Siebenmorgen, Secretary

RESOLUTION 2026-___ OF THE BOARD OF DIRECTORS
OF PAGOSA LAKES PROPERTY OWNERS' ASSOCIATION, INC.
Resolution Regarding Direct Communications to the Board of Directors

WHEREAS, the Pagosa Lakes Property Owners Association was incorporated under the laws of the State of Colorado on February 29th, 1972; and

WHEREAS, the Declarations of Restrictions for Pagosa Lakes subdivisions allow for the Pagosa Lakes Property Owners Association to implement Policies for the Association,

WHEREAS, the Pagosa Lakes Property Owners Association (PLPOA) Board of Directors owes a strict fiduciary duty of loyalty, care, and transparency to all association members; and

WHEREAS, direct, uninhibited communication between the membership and the elected Board of Directors is vital to effective governance and the preservation of community trust; and

WHEREAS, the Board of Directors seeks to provide absolute assurance to the Association membership that all correspondence directed to the Board email address (plpoaboard@plpoa.com) is successfully, transparently, and directly routed to the elected Board members; and

WHEREAS, this Resolution is established as a proactive measure to ensure member outreach is preserved—accounting for technical anomalies such as spam filters, routing errors, or delivery failures—and is explicitly not intended to restrict necessary administrative functions or penalize standard IT operations; and

WHEREAS, the Board recognizes that the technical administration, account recovery, and maintenance of the Association’s email infrastructure require system-level access by authorized IT personnel and staff, and affirms that the mere possession of such administrative capability does not constitute improper access or interference;

NOW, THEREFORE, BE IT RESOLVED THAT the Board of Directors hereby adopts the following rules regarding communications directed at the Board:

1. Staff Exclusion from Board Distribution Lists: No paid staff member, except as provided in Section 3 and Section 5, including management and administrative personnel, shall be included as a recipient, carbon copy (CC) recipient, blind carbon copy (BCC) recipient, or member of any official email distribution group or listserv designed exclusively for communications addressed to the Board of Directors (e.g., plpoaboard@plpoa.com).

2. Prohibition of Alteration: No staff member shall filter, review, delay, alter, delete, or otherwise censor any email or electronic communication addressed to the Board of Directors email or its individual members before it reaches the intended Board recipients. All incoming electronic communications sent to the Board's dedicated addresses must route directly and completely to the active Board members without administrative filtering.

3. Exceptions: This resolution does not apply to general administrative inboxes (e.g., plpoa@plpoa.com) or operational emails intended for staff review, nor shall it prevent IT infrastructure support from managing system security or designated administrative personnel from routing purely operational requests (such as assessment payment disputes or maintenance tickets) to the appropriate department, provided the sender is notified of the routing, nor does it prevent the Board from voluntarily sharing specific communications with management for operational execution after they have been received by the Board. Nor does it prevent legal record-keeping compliance, as under the Colorado Revised Nonprofit Corporation Act (C.R.S. § 7-128-301), the corporate Secretary or an authorized person must prepare and maintain official association records. Some incoming owner communications must legally be preserved as association records.

4. Enforcement: Any violation of this resolution by staff shall be treated as a serious breach of standard operating procedures and may subject the violating party to disciplinary action, up to and including termination.

5. Administrative Safe Harbor, Incidental Exposure, and Independent Communications:

(a) Permissions and Incidental Exposure: The mere possession of technical administrative credentials, permissions, or access capabilities by an Association employee or IT contractor shall not constitute a violation of this Resolution. Furthermore, incidental exposure to Board electronic communications during the standard, authorized performance of IT maintenance, data backup, account recovery, or system audits shall not be deemed unauthorized access or interference, provided no communication is targeted, read in depth, altered, or delayed.

(b) Independent Owner Communications & Unsolicited Carbon Copies: Staff members shall not be held in violation of this Resolution for receiving, reviewing, or responding to communications sent directly to them by Association members, regardless of whether the member simultaneously sent, carbon-copied (CC), or blind-carbon-copied (BCC) the Board of Directors on the same transmission. Staff members are fully authorized to execute their normal operational responsibilities and respond to owner inquiries directed to staff channels, independent of the Board’s parallel communication loop.

(c) Intent Requirement: To trigger disciplinary action under Section 4, a violation must involve a knowing, intentional, and unauthorized act of interception, censorship, or interference with communications intended exclusively for the Board.

6. Board of Directors Communication and Response Protocol: No individual director shall send a response that purports to be on behalf of the Board, or that could reasonably be understood as an official Board position, without prior approval from at least three (3) other active directors (or a majority of the Board if fewer than four directors are available). Once approved, the responding director(s) shall BCC all other directors on the outgoing message. Individual directors may acknowledge receipt of an inquiry and state that the matter has been shared with the full Board, provided the acknowledgment contains a clear disclaimer that the director is not speaking on behalf of the Board. Both the original inquiry and any official Board response shall be included in the subsequent Board agenda packet. At the determination of the Board (or an approved quorum), matters more appropriately handled by staff shall be forwarded to management, and the member may be directed to the appropriate administrative channel. Nothing in this protocol authorizes any director to bind the Association or create apparent authority beyond the express terms of this resolution."

BE IT FURTHER RESOLVED that this resolution shall be effective immediately upon passage and shall be incorporated into the official rules and guidelines of the Association.

President’s And Secretary’s Certification: The undersigned, respectively being the President and Secretary of Pagosa Lakes Property Owners Association, a Colorado nonprofit corporation, certify that the foregoing resolution was approved and adopted by the Board of Directors of the Association, at a duly called and held meeting of the Board of Directors of the Association on 14 October 2026, and in witness thereof, the undersigned have subscribed their names. Pagosa Lakes Property Owners Association, a Colorado nonprofit corporation,

By: _____

William Nobles, President

Attest: By: _____

Evan Siebenmorgen, Secretary

Vista Lake Production Garden Memorandum of Understanding (MOU)

Between: Pagosa Lakes Property Owners Association (PLPOA) and Healthy Archuleta (HA)

Purpose: Establish a two-year collaborative pilot for managing and operating the Vista Production Garden, facilitating a successful transition of long-term leadership to PLPOA.

1. Partnership Scope

The parties agree to partner for a two-year period, beginning [March 1, 2027] and ending [March 1, 2029]. The primary objective is to build capacity, standardize operations, and institutionalize garden management within the PLPOA framework.

2. Partnership collaboration

Regular meetings should be established to help the partnership govern the pilot.

- Composition: 1-2 representatives from PLPOA Administration and 1-2 from Healthy Archuleta.
- Responsibilities:
    - Meet to review progress, budget, and operational roadblocks regularly and as needed.
    - Approve strategic shifts and resource allocation.
    - Meet quarterly to review structure and track the transition of responsibilities.

3. Roles & Responsibilities

- Healthy Archuleta (HA): Provides subject matter expertise, curriculum design, data collection, and grant reporting support. HA acts as a lead partner in Year 1-2, transitioning to an advisory/support role by Year 2-3.
- PLPOA: Serves as the primary property owner and stakeholder. PLPOA provides infrastructure and material support, gradually assuming full operational oversight by the end of the pilot.
- Seasonal Garden Manager: Reports to the Healthy Archuleta Food System Coordinator or the PLPOA Department of Property and Environment Manager, depending on when the project is implemented and who employs this position. This position manages daily site operations, volunteer coordination, and community programming.

4. Transition & Capacity Building

The partnership will utilize a "Shadow-to-Lead" framework:

- Documentation: A centralized Vista Lake Production Garden Operations Handbook (Standard operating procedures, maintenance schedules, volunteer strategies) will be developed and maintained on a shared drive.
- Knowledge Transfer: HA will facilitate training for PLPOA leadership based on learning and evaluation of the garden operation.
- Mentorship: HA will gradually reduce direct management by transitioning operational activities to the onboarding PLPOA garden manager as HA moves toward a "Consultant on Call" model.

5. Term & Termination

This MOU is effective for two years. Either party may terminate the partnership with 30 days' written notice, provided a good-faith effort is made to resolve disputes through the partners.

6. Signatures

_____	_____
PLPOA Representative Signature	Date
_____	_____
Healthy Archuelta Representative Signature	Date

HOA minutes should document **what was done, not what was said or what is true**. Minutes are the official legal record of a board meeting. They are meant to capture corporate actions and decisions, rather than serve as a transcript, an opinion piece, or a fact-checking document.

Why Minutes Focus on Action (What Was Done)

- **Legal Protection:** Minutes are legal documents that can be subpoenaed in a lawsuit. Including personal opinions, arguments, or unverified claims increases liability for the association.
- **Objective Record:** The primary purpose is to show that the board followed proper procedure, met quorum, and voted on resolutions legally.
- **Efficiency:** Focus on the outcome keeps records clear and easy for future boards, homeowners, and lenders to review.

Why Avoid "What Was Said" (Transcripts)

- **Distorts the Big Picture:** Capturing every comment, emotional debate, or neighborly dispute makes minutes overly long and hard to navigate.
- **Encourages Infighting:** When residents know their exact words will be published, meetings can turn into a stage for performative arguments.
- **Exception:** You may briefly note that a specific topic was discussed (e.g., *"The board discussed the roof repair bids"*), or document a homeowner's brief summary during an open forum, but you should not record their verbatim quotes or dialogue.

Why Avoid Fact-Checking "What is True"

- **Not the Secretary's Job:** The board secretary is responsible for recording the meeting, not acting as an investigator or judge of truth.
- **Creates Liability:** If the minutes state that a speaker's claim is "false," the board risks defamation claims or deeper conflict. If a homeowner makes an inaccurate statement during a meeting, the minutes should simply reflect that the homeowner spoke, without validating or correcting the claim in the text of the minutes.

What *Should* Be Included

- Date, time, and specific location of the meeting.
- Names of board members present and absent (establishing a quorum).
- The exact text of any **motions made**, who made them, and the **outcome of the vote**.
- Financial reports received (summaries, not full line-items).
- Clear assignments for future actions or next steps.

For example, the statements “"He expressed his disappointment in the Board’s decision to appoint Griffith to the board as he was well aware of the derogatory Social Media posts about PLPOA Staff."

It is unwise to include this specific statement in official board minutes because it introduces unnecessary liability, creates a permanent public record of internal division, and fails to adhere to the objective purpose of board minutes. Board minutes are legal documents meant to record *what was done*, not *what was said* or felt.

Here is a breakdown of why this statement poses significant risks:

1. Increases Legal and Defamation Liability

- **Defamation Risks:** Documenting that an appointee made "derogatory Social Media posts" in a permanent legal record could expose the board or the individual to defamation claims if the characterization cannot be objectively proven in a court of law.
- **Admission of Harm:** By stating the board was "well aware" of derogatory posts targeting staff, the minutes effectively create a record that the board knowingly appointed someone who may have harassed employees. If staff members later sue the association for a hostile work environment, this sentence could be used as evidence against the board.

2. Violates the Standards of Board Minutes

- **Focuses on Emotion, Not Action:** Minutes should strictly record official actions, motions, votes, and resolutions. Recording that someone "expressed his disappointment" injects subjective emotions into a document that must remain strictly objective.
- **Transcribes Debate:** Minutes are a record of decisions, not a transcript of discussions, arguments, or personal grievances.

3. Damages Community and Workplace Culture

- **Staff Morale:** Publicly memorializing that the board knowingly appointed someone who disparaged the staff can severely damage employee trust and morale.
- **Political Infighting:** Including personal rebukes in the minutes permanently codifies internal board division, which can erode the community's confidence in the board's ability to govern.