

Release Date: 3/10/2026

From: Shady Cove Matters Political Action Committee

Subject: Response to allegations of private meetings made by Mr. Bob Collier

In a Facebook post on March 5th, Mr. Bob Collier characterized a weekend social event at my house as “a secret meeting between Michele, Mr. Slaughter and other individuals”. He noted that I am the administrator of the Shady Cove Advocates and Shady Cove Matters websites, and noted I am the Treasurer of the Mayor’s recall. He also released unredacted personal information that included detailed directions to my house. Mr. Collier went on to claim that the secret meetings were unethical, unprofessional, and were designed to circumvent the City Council.

So what really happened, what was discussed in the “private meeting”, and was it really using City resources?

In fall of 2025, our SCM PAC group hadn’t yet organized. We had an informal group of individuals who occasionally met to talk about our concerns. In early September, I asked Administrator Parry if we could get together to talk about the City’s water project and a new grant that had recently been awarded for updating ordinances. I knew how busy she was at work, so I asked if she wanted to get together on the weekend. Administrator Parry asked me to give her more detail, and when I did so, she – on her own initiative – included the City’s contract planner (Mr. Joe Slaughter) in an email thread that I was never on. Mr. Slaughter – for those who do not know – is the former deputy City Manager of Phoenix, Oregon and worked to support the City after the 2020 fires. He started his own non-profit company, Enrich Oregon to do consulting for Cities. He’s very knowledgeable.

From allegations made by Bob Collier and others, there are statements being made that attendance at this informal gathering was billable to the City by Mr. Slaughter. In reviewing the actual email chain, it’s certainly not clear to me that Mr. Slaughter was asking to be paid. Rather, I believe he was trying to stay out of the drama of Shady Cove. That’s why he specifically mentioned he wanted to remain apolitical and clearly said he had no interest in shaping the Council in Shady Cove. I also want to make it clear that my understanding was that this was an informal gathering, and it was never represented to me as an official event with paid resources. To clear up the record, I’ve asked the City to provide any information they may have regarding billing for this event so that we can set the record straight, instead of speculating on unproven allegations.

The statements in the email chain between Parry & Mr. Slaughter below came from questions I asked the Administrator, and I would hardly characterize them as “plotting against the City Council”.

1. *How have other cities handled an effort of this size and how can we get more of a project management approach?*

2. *In mine and my husband's opinions, Council should act more like a Board of Directors, with City Administration taking the lead on execution. That being said, Shady Cove is a small City and I do understand the eagerness for Councilors to get involved in pet projects. What is the best way for City Administrator and Council to work together on what could become a large project? How do we articulate formal responsibilities, to prevent boundaries from being crossed?*

Referencing the DLCDC grant:

With respect to the whole situation with ordinances, this is less of an immediate concern (but certainly a concern). We no know that well over 100 ordinances were missing, and we now know that ~four years of the State of Oregon's housing mandates were not handled.

1. *In a few sentences, can we talk about the potential impacts to Shady Cove about the lack of adherence to State of Oregon housing mandates?*
2. *I agree with you (and Joe) that it's probably best to start over, because I think it will be impossibly time-consuming (and therefore expensive) to retrofit our existing ordinances. However, there will be suspicion and resistance within the City to doing that [I was mostly referring to the planning commission]*
3. *How can we reassure residents that there will be a thorough process for comparing the previous and new ordinances to be transparent? What would that process look like?*

We had a good discussion. I was interested in what the City was doing with the Water, because at that point, there had almost no information released publicly by the City. Mayor Ball and Councilor Nuckles met multiple times with state officials, and yet again residents had the "low information status quo" with little to no specifics released to the public. I think that's simply wrong, and based on the information I learned – as well as my own hours of research – I posted a document about water online on the SCA website. The same document is now posted on the SCM website, you can read it here:

shadycovematters.com/water

I'd like to note that as of March, 2026, it's been almost two years since the award of the SB1530 water grant was announced. Yet, if a resident wants to try to understand the City's goals and plans, there is literally no information available. I've outlined those concerns in more detail in the water document. In a section on recommendations for a path forward, I proposed using a project charter, roles and responsibilities and oversight expectations. That shouldn't be viewed as planning against the City Council, it's common sense and it's what most large organizations do to manage work.

We also talked about how the City could move forward with catching up their ordinances. For those who don't know, the City's ordinances are in almost as bad shape as our audits. Years of updates weren't made, significant changes in state-mandated housing requirements weren't made, and many ordinances weren't signed. In November of last year, when the Council modified public safety fees, the interim

administrator was forced to publish an unsigned, red-lined ordinance in the agenda, because he couldn't locate a formal version.

I found out that the State of Oregon has passed a number of new laws since we last updated our housing ordinances in ~2019. There are new rules on ADUs, multi-family housing, manufactured homes, and new rules for clear and objective standards for housing. These rules are designed to encourage Cities to build more housing. Not keeping up with required state changes could eventually cause Shady Cove to lose grant money. Shady Cove had just recently won grant money to update their ordinances. Mr. Slaughter and Administrator Parry were pushing for the City to replace their old ordinances with brand-new model ordinances that met housing codes, and retro-fit them with any Shady-Cove specific requirements. That would have been a lot faster, in my opinion than the approach we are taking now, which is going ordinance by ordinance, and trying to update documents that may be years out of date.

It would have been hard for Mr. Slaughter to miss the ongoing dysfunction in the City. Experienced consultants have a way of knowing when to walk away. He quietly resigned, once it became obvious that the promised opportunities in Shady Cove were not going to materialize.

Unfortunately, as the City stalled over the past months since Mayor Richardson was appointed, it became very clear to Mr. Slaughter that the promised opportunities in Shady Cove were not going to materialize anytime soon.

Below is the email thread posted by Mr. Collier, with my address redacted.



5



Bob Collier's Post



Trail and Shady Cove Community

Bob Collier · All-star contributor · March 5 at 12:55 PM · 🌐



Let me get something straight. When I moved here, I joined URCC and was on their board for a while then I was on the 1st EMC here in SC an a year ago I was on Planning till I found out there was no support from the City Administrator. I don't really care what happens after Nov elections in the City. However I do care if the city is solvent and the audit is completed.

Right now I'm concerned as what I understand there is a \$1.5m cushion on the books but the Ex City Administrator has multiple frivolous law suits against the City and with other pending law suits that cushion will go very quickly with the City Attorney that the Ex CA went to in Bend for the City is costing \$700 hr!

Now as far as transparency and facts that I posted yesterday of a resignation letter from the Contractor Planner that the Ex CA hid from the council. I thought instead of a call to the planner to ask whose residence, the secret meeting between Michell, Mr. Slaughter and other individuals at a residence who that was. I thought it'd be better if you could see the emails directly from Michell to Mr. slaughter about this secret meeting that they were having so council didn't know.

You have to read these emails from bottom to top. Sorry not real good with attachments.

From: Michele Parry <mparry@shadycove.org>

Sent: Saturday, September 13, 2025 1:24 PM

To: Joe Slaughter <joe@enrichinc.org>

Subject: Re: Request for your Perspective

Okay. If you get lost, call me.

Michele Parry

City Administrator

541-878-2225

PUBLIC RECORDS LAW DISCLOSURE: This is a public document, subject to the Oregon Public Records Law.

Messages to and from this email may be available to the public.

From: Joe Slaughter <joe@enrichinc.org>

Sent: Saturday, September 13, 2025 1:22 PM

To: Michele Parry <mparry@shadycove.org>

Subject: Re: Request for your Perspective

Okay. I'll be there.

Joe

From: Michele Parry <mparry@shadycove.org>

Sent: Saturday, September 13, 2025 1:18 PM

To: Joe Slaughter <joe@enrichinc.org>

Subject: Re: Request for your Perspective

Yes



5



Bob Collier's Post



Sent: Saturday, September 13, 2025 1:12 PM

To: Michele Parry <mparry@shadycove.org>

Subject: Re: Request for your Perspective

Okay. I'll be there.

Joe

From: Michele Parry <mparry@shadycove.org>

Sent: Saturday, September 13, 2025 1:18 PM

To: Joe Slaughter <joe@enrichinc.org>

Subject: Re: Request for your Perspective

Yes

Michele Parry

City Administrator

541-878-2225

PUBLIC RECORDS LAW DISCLOSURE: This is a public document, subject to the Oregon Public Records Law.

Messages to and from this email may be available to the public.

From: Joe Slaughter <joe@enrichinc.org>

Sent: Saturday, September 13, 2025 1:10 PM

To: Michele Parry <mparry@shadycove.org>

Subject: Re: Request for your Perspective

4:00 today?

Joe

From: Michele Parry <mparry@shadycove.org>

Sent: Saturday, September 13, 2025 12:49 PM

To: Joe Slaughter <joe@enrichinc.org>

Subject: Re: Request for your Perspective

Joe,

Thank you for clarifying your role and intentions. I understand and accept your participation in these conversations is strictly in your capacity as a consultant for the City and not as a community member or as someone seeking to shape the Council.

I appreciate your willingness to share your perspective and help Shady Cove move forward.

4:00 PM

[REDACTED] ... by Mike Coble at our ... go all the way to the right.

To give you an idea of what the centrality of the discussion:

1. How have other cities handled an effort of this size and how can we get more of a

1. How have other cities handled an effort of this size and how can we get more of a project management approach?

2. In mine and my husband's opinions, Council should act more like a Board of Directors, with City Administration taking the lead on execution. That being said, Shady Cove is a small City and I do understand the eagerness for Councilors to get involved in pet projects. What is the best way for City Administrator and Council to work together on what could become a large project? How do we articulate formal responsibilities to prevent boundaries from being crossed?

Referencing the DLCD grant:

With respect to the whole situation with ordinances, this is less of an immediate concern (but certainly a concern). We now know that well over 100 ordinances were missing, and we now know that ~four years of the State of Oregon's housing mandates are not handled.

1. In a few sentences, can we talk about the potential impacts to Shady Cove about the lack of adherence to State of Oregon housing mandates?

2. I agree with you (and Joe) that it's probably best to start over, because I think it will be impossibly time-consuming (and therefore expensive) to retrofit our existing ordinances. However there will be suspicion and resistance within the City to doing that. How can we reassure residents that there will be a thorough process for comparing previous and new ordinances to be transparent? What would that process look like?

If this is agreeable and meets your apolitical position, please confirm 4:00 pm.

Michele Parry

City Administrator

541-878-2225

PUBLIC RECORDS LAW DISCLOSURE: This is a public document, subject to the Oregon Public Records Law.

Messages to and from this email may be available to the public.

From: Joe Slaughter <joe@enrichinc.org>

Sent: Saturday, September 13, 2025 12:11 PM

To: Michele Parry <mparry@shadycove.org>



Bob Collier's Post



Michele Parry

City Administrator

541-878-2225

PUBLIC RECORDS LAW DISCLOSURE: This is a public document, subject to the Oregon Public Records Law.

Messages to and from this email may be available to the public.

From: Joe Slaughter <joe@enrichinc.org>

Sent: Saturday, September 13, 2025 12:11 PM

To: Michele Parry <mparry@shadycove.org>

Subject: Re: Request for your Perspective

Michele,

I am always happy to share my perspective, and I am interested in helping Shady Cove move forward as best I can. I also want to do my best to remain apolitical in the process and I want it understood that any conversations I am having in Shady Cove are in my capacity working as a consultant for the City - not as a community member or as someone who otherwise has an interest in shaping the Council in Shady Cove. As long as everyone understands that that is my role in any conversation, I am willing to meet with the group either today or tomorrow - just let me know which date/time the group chooses and the address where the meeting will occur.

Joe

From: Michele Parry <mparry@shadycove.org>

Sent: Saturday, September 13, 2025 11:52 AM

To: Joe Slaughter <joe@enrichinc.org>

Subject: Re: Request for your Perspective

Joe,

Thank you for your response. Here's an update on Natalie and Tom Swindener:

Natalie serves on the Emergency Management Commission and works professionally as a systems analyst for a microgrid solar energy company.

Tom has applied for one of the vacant seats on the City Council (application submitted July 9) and is a software programmer and project manager.

Together, they are forming a Concerned Citizens group to address ongoing issues in the community, particularly in light of Kathy Nuckels' recent application to serve on the City Council, submitted yesterday.

Michele Parry

City Administrator

541-878-2225

PUBLIC RECORDS LAW DISCLOSURE: This is a public document, subject to the Oregon Public Records Law.

Messages to and from this email may be available to the public.



5



Bob Collier's Post

From: Joe Slaughter <joe@enrichinc.org>
Sent: Saturday, September 13, 2025 11:46 AM
To: Michele Parry <mparry@shadycove.org>
Subject: Re: Request for your Perspective

Hi Michele,

Who would we be meeting with? I am not familiar with Natalie and Tom Swindener. What is their role in this conversation?

Joe

From: Michele Parry <mparry@shadycove.org>
Sent: Saturday, September 13, 2025 11:27 AM
To: Joe Slaughter <joe@enrichinc.org>
Subject: Request for your Perspective

Joe,

I know you've chosen to stay hands off during everything that has been happening in the city, and I respect that. That said, your perspective carries weight with me, and I would appreciate the change to chance to hear your thoughts.

Would you have time today at around 3:00 pm / 4:00 pm or tomorrow 1:00 pm - 4:00 pm. Natalie and Tom Swindener have offered to host a small discussion at their home, and I would be grateful if you would consider joining. My goal is to gather insight, and I consider the appropriate next steps.

Please let me know if you might be willing and when your schedule would allow.

Michele Parry

City Administrator

541-878-2225

PUBLIC RECORDS LAW DISCLOSURE: This is a public document, subject to the Oregon Public Records Law.

Messages to and from this email may be available to the public.

As you can see this private meeting was to be held at Natalie and Tom Swindener house on Old Ferry Rd at 3-4 on Saturday 9/13/25

Now for you that don't Natalie she is the administrator of Shady Cove advocated, page also the new Shady Cove Matters page and Treasure of the mayor recall! Her husband, Tom had an application in for city Council.

Now how is a secret meeting on this Saturday with the CA and paid contract Planner legal or ethical or transparent, surely very unprofessional and how many more of these secret Saturday meeting have happened to circumvent the city Council?

How can these people be trusted to tell the truth and supposedly be transparent about anything?

These are the sites trying to get you to believe them about the recall and the condition of the City being So bad!

Bob Collier's Post



PUBLIC RECORDS LAW DISCLOSURE: This is a public document, subject to the Oregon Public Records Law.

Messages to and from this email may be available to the public.

As you can see this private meeting was to be held at Natalie and Tom Swindener house on Old Ferry Rd at 3-4 on Saturday 9/13/25

Now for you that don't Natalie she is the administrator of Shady Cove advocated, page also the new Shady Cove Matters page and Treasure of the mayor recall! Her husband, Tom had an application in for city Council.

Now how is a secret meeting on this Saturday with the CA and paid contract Planner legal or ethical or transparent, surely very unprofessional and how many more of these secret Saturday meeting have happened to circumvent the city Council?

How can these people be trusted to tell the truth and supposedly be transparent about anything? These are the sites trying to get you to believe them about the recall and the condition of the City being So bad!

5

15 comments

Like

Comment

Send

Newest ▼



Jenny Chynoweth

This is obviously so much more complicated than I even thought that somehow you have copies of private emails between these people and are sharing them. Feels like a game of Shady Cove Survivor and I am completely in the dark on who is whose allies.

2d Like Reply



Bob Collier

Jenny Chynoweth All those emails are Public Record. You can get them too.

2d Like Reply



Randi Brock replied · 4 Replies



Reply to Jenny Chynoweth



Vic Lilya

What a mess