

THREE LAKES WATER ASSOCIATION – BOARD MEETING MINUTES

December 15th, 2025

The Three Lakes Water Association Board of Trustees held A special board meeting on December 15th, 2025 6:00 p.m. using Microsoft Teams.

Call to Order

The meeting was called to order at 6:00 pm. by President Lefebure (Chair). A quorum was satisfied by the following Board Trustees in attendance: Secretary Marek Jedrzejewicz who acted as Recording Secretary, President Steven Lefebure, Trustee Heidi Mann, Vice President Joey Martin, and Treasurer Steve Campbell.

Absent – Trustee Terra Nicolle, Excused Trustee John Mannix,

Agenda

- Call to Order, Roll Call,
- Approval of December Board Meeting Minutes
- Board Conduct Topic Overall (See Governance Document on Conduct)
- Executive Session
- Exit Executive Session
- Adjourn

- Motion to approve Agenda. Made by Secretary Jedrzejewicz, 2nd by Treasurer Campbell. Motion passed unanimously

Standing Items

- Motion to approve December 9th Board Meeting Minutes. Made by Treasurer Campbell, 2nd by Trustee Mann. Motion passed unanimously.
- Motion to adopt the ‘Board Conduct V1’ as a guideline for Trustee Conduct Expectations. Made by VP Martin, 2nd by Treasurer Campbell. Motion passed unanimously.
- Motion to go to executive session to address incidents. Made by President Lefebure, 2nd by Secretary Jedrzejewicz. Motion passed unanimously.

Executive Session

Entered Executive Session at 6:35

Exited Executive session at 7:40

Motion to authorize the preparation and delivery of a written communication related to a matter discussed in executive session. Made by Secretary Jedrzejewicz, 2nd by VP Martin. Motion passed unanimously.

Call to Adjourn Meeting

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Motion to adjourn the Board Meeting made by President Lefebure (Chair) and 2nd by Trustee Mann. The meeting adjourned at 7:42p.m.