

CRIPPLE CREEK MOUNTAIN ESTATES PROPERTY OWNERS' ASSOCIATION

VIRTUAL and IN-PERSON ANNUAL MEETING OF MEMBERS

MINUTES

Saturday March15, 2025

I) CALL TO ORDER & RULES OF CONDUCT

A) Roll Call of Directors- All Present

The meeting was called to order at 9:31 AM

A) Board members present: Montrell Williams, Ed Seal, Charlsie Eijlers, Ken Blohowiak, and Rachel Bilardi

B) Quorum

C) Approval of February 2025 Meeting Minutes (**Board vote required**) Montrell made a motion. The motion was seconded by Charlsie. **Motion passed unanimously.**

II) BOARD OF DIRECTORS REPORT – PRESIDENT – Montrell Williams

Work Session Report for March ,2025

A) *New vehicle for Association*

B) *Discussed Censure with Response with Attorney David Furman*

III) FINANCIAL REPORT – Treasurer- Rachel Bilardi

A) Approval of January Financial Statements - (**Board of vote required**)
Rachel made a motion to approve Ed 2nd **Motion passed unanimously**

B) Discussed CD's for Account

	Amount	Invested	Matures	Re-invest
1 st investment	100K	March'25	December '25	February '26
2 nd investment	100K	May '25	February '26	April '26
3 rd investment	100k	July '25	April '26	June '26
4 th investment	100k	September '25	June '26	September '26
5 th investment	100k	December '25	September '26	December '26

C) Tuition Reimbursement Policy 1st Read

IV) OPERATIONS & MEMBER SERVICES- SECRETARY- Charlsie Eijilers

- A) 3/15 at 2-6 Irish Potluck (BYOB and meal to share) games, prizes and mingle with your neighbors
- B) BYOB/ Bingo 03/21 starts at 6:30-8
- C) BYOB/ Bingo 04/25 starts at 6:30 8
- D) Spring Craft Fair is April 26 10-4 with the grilled cheese food truck (11-3) \$10.00 to rent a table

V) ARCHITECTURAL CONTROL COMMITTEE – VICE PRESIDENT – Ed Seal**A) ACC Submissions – Updates**

02/10/2024	22-039	Ray Bobby & Sheryl Guerra	541 Brown Bear Dr	Outbuilding	Approved
02/10/2025	11-039	Mark Broyles	425 Little Topsey Dr.	Outbuilding	Approved
02/18/2025	17-048	Mel & Jennifer Cairns	114 May Queen Cir	Driveway	Approved
02/28/2025	06-096	Michael & Karen Kleine	1275 Golden Cycle Cir	New Home plans	
02/28/2025	17-076	Humberto Dosal	49 Princess Ln.	New Home plans	
03/01/2025	20/012	Tim Dwyer	66 Bernhard Terr	Siding	Approved
03/05/2025	01-044	Sol Archuletta	64 Portland Dr	New Home plans	

B) Variance Requests (*Board vote required*)

Approved pending building permit	19.1-048	Brian Osmulski	317 Wilson Way	# of roof planes
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C) Complaints

11/12/2024	17-121	Junk in front yard	Warning ltr sent 12/9/2024, Certified Initial letter 1/15/25 Need to send 2 nd letter by 2/16/25 if	Working on it Yes, owner is making progress cleaning up her yard
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			issue is not cured. (LS)	
02/08/2025		Storage container/ cube in yard	No, need address	

Feb Transactions- 11 properties sold, 8 vacant, 3 homes

V) MAINTENANCE REPORT – President- Montrell Williams

No internal projects

VII) COMMON GROUNDS & SECURITY REPORT – Ken Blohowiak

- A) '84 Old Bronco Not in good working condition. Will sell for the best offer. Ed and Ken went out to search for something else. Found a Nissan Frontier only to be driven by Jeff will have his tools for work (Not for personal use)
- B) Currently the club house and property are currently underinsured and working with insurance adjuster to update.
- C) Jeff has been doing the snow removal
- D) Expansion of Trash will be starting soon there will be 6 dumpsters 1 for recycling
- E) Getting bids for spring projects

VIII) MEMBERSHIP & AMENITIES REPORT – PRESIDENT – Montrell

Williams

- A) No Technology updates

IX) COMMUNICATIONS – SECRETARY – Charlsie Eijlers

- A) Business center is now open for use. 2 computers in the back for Residents to use during business hours Internet access only
- B) Moving ahead, the agenda will be sent with zoom meeting and reminders email blast, posted on website and will be posted on the zoom for people attending the meeting at home
- C) The quarterly Newsletter will be out April 1, 2025

X) OLD BUSINESS-

XI) NEW BUSINESS- Resolution Formal Censure read by Rachel Bilardi. Formal written Response to Board Censure by Montrell Williams

Attorney David Firman- in attendance

**RESOLUTION OF
CRIPPLE CREEK MOUNTAIN ESTATES PROPERTY-OWNERS ASSOCIATION**

WHEREAS, The Association adopted a Code of Conduct dated _____, which establishes certain minimum standards of conduct for board members actions; and

WHEREAS, the Board of Directors has determined that the actions of Montrell Williams did violate the provisions of the Code of Conduct in that Montrell Williams' behavior was aggressive to other Board members, used threats of physical violence and in general attempted to intimidate other members of the Board.

NOW THEREFORE, the remaining members of the Board of Director believe it to be in the best interest of the Association to adopt the following censure:

Formal Censure

This will serve as a formal censure of current Board member, Montrell Williams, for acting in a manner unbecoming a Board member, acting outside the scope of their authority as a director, and violating their fiduciary duty to act in the best interests of the Association and its members.

The Board of Directors has experienced a number of outbursts unbecoming of a Board member by Montrell Williams. The allegations include, but are not limited to, the following:

- Aggressive behavior towards other Board members, including yelling, use of profanity, and threats; and
- Harassment of Board members and not leaving them alone when instructed to do so.

Montrell Williams' conduct in Board meetings and working sessions of the Board has been inconsistent with the standards of professional conduct expected of board members. Montrell Williams' conduct has created a hostile and unproductive environment for Board members, hindering the Board's ability to effectively manage the Association's affairs.

It is the Board's opinion that such conduct is not only inappropriate but exposes the Association and the Board to liability by virtue of Montrell Williams being a Board member. The Board further believes it would be in the best interests of the Association if Montrell Williams stepped down from the Board.

The above concerns have all been brought to Montrell Williams' attention on a number of occasions, most recently on February 11, 2025, when request was made that Montrell Williams resign, but Montrell Williams refused to do so.

Based on the above, the Board hereby formally censures Montrell Williams for their unacceptable behavior. The Board again expresses its desire that Montrell Williams step down as a director as their conduct continues to expose the Association and Board to liability.

This censure was formally presented to Montrell Williams on _____, 2025 during an executive session of the Board.

APPROVED

**Board of Directors
Cripple Creek Mountain Estates Property-Owners Association**

Formal Written Response to Board Censure

To: Board of Directors, Cripple Creek Mountain Estates Property-Owners Association

From: Montrell Williams, Board Member

Date: 3/15/25

Subject: Response to Proposed Censure

Dear Board Members,

I am writing to formally respond to the **Resolution of Censure** being proposed against me. The claims made in this resolution are not only **false and unsubstantiated**, but they also raise **serious concerns about fairness, transparency, and due process within this board**.

1. Lack of Evidence & Due Process

The resolution accuses me of:

- Aggressive behavior, including yelling, profanity, and threats.
- Harassment of board members.
- Creating a hostile environment that exposes the HOA to liability.

These are **serious allegations**, yet the board has failed to provide:

- **Any factual evidence** (recordings, emails, or witness statements) supporting these claims.
- **A formal complaint process** where I was given an opportunity to respond before this censure was proposed.
- **An impartial review or investigation** by a neutral third party to verify the validity of these allegations.

I challenge the board to present clear, **documented evidence** of any threats, harassment, or misconduct on my part. If no such evidence exists, then this censure is based purely on opinion and personal bias rather than factual wrongdoing.

2. Selective & Unfair Treatment

Passionate debate is a natural and necessary part of HOA governance. If raised voices or strong opinions are considered "aggression," then **many board members—past and present—would be guilty of the same behavior**.

- **Why am I being singled out?**
- **Why is this being escalated to a formal censure rather than handled through normal board discussions?**

- **Have other board members who engaged in similar debates been disciplined in this way?**

If this censure is approved without factual justification, it sets a dangerous precedent where **any board member can be silenced simply for expressing strong opinions or disagreeing with the majority.**

3. The Real Motive: Political Retaliation?

The resolution states that I should **resign** from the board. This suggests that this censure is not about behavior but rather about **removing a board member who holds differing views.**

- Why was I asked to resign on **February 11, 2025**, before any formal allegations were even made?
- Why is this board using a censure as a tool to push me out rather than addressing concerns through normal discussion?

If this board moves forward with a **censure based on unproven allegations**, it undermines its own credibility and exposes the HOA to greater liability—not because of my actions, but because of the board's **failure to follow fair and transparent governance.**

4. My Commitment to the HOA Community

I was elected to this board to serve homeowners, not to bow to internal political pressure. I take my responsibilities seriously and have always acted in the best interests of this community.

- **I will not** resign simply because certain board members find my leadership inconvenient.
- **I will continue** to advocate for fairness, transparency, and the best interests of all homeowners.
- **I urge** the board to reconsider this baseless censure and focus on the real issues that impact our community.

If the board proceeds with this action without evidence or due process, I **reserve my right to challenge the validity of this censure** through appropriate legal and procedural channels.

Sincerely,

Montrell Williams

Board Member, Cripple Creek Mountain Estates Property-Owners Association



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Formal Censure- Read by Rachel Bilardi

Formal censure of current Board member, Montrell Williams, for acting in a manner unbefitting a Board member, acting outside the scope of their authority as a director, and violating their fiduciary duty to act in the best interests of the Association and its members (see attached document)

Formal Written Response to Board Censure- Read by Montrell Williams

Response to the Resolution of Censures being proposed against Montrell Williams. The claims made in this resolution are not only false and unsubstantiated, but they also raise serious concerns about fairness, transparency and due process within this board. (see attached document)

XII) PUBLIC COMMENT (3 Minute Time Limit)

Dory Seal- 160/10A As a volunteer in the office... No evidence does not mean the issue has not happened. There are board members that were at the meeting and heard and saw events. Issues in the meeting.

Frank Piccalo-193/042 Work sessions should be recorded for documentation.

David Firman – CCME Attorney-Recommends no live recordings. Meeting minutes are official recordings.

Frank Piccalo-193/042 Behaviors should be held accountable, and everyone should follow Code of Conduct.

Mark Richwind- 07/38- Code of Conduct put in place in 2008 and each board member should sign. Any new board members sign the code of conduct

John Eijler-191/037A Anyone who states “or what “takes that has fighting words or being aggressive.

Dennis Jones-23/065 Lived here for 15 years and its sad that we have come to this resolution. This is a case of he said she said. If Montrell’s leadership was an issue before then why wasn’t this addressed sooner. This board is dysfunctional. We need to move forward and maybe more functional later

Montrell Williams- President-There is no trust within the group

Linda Gage- 18-25A- All leaders have accountability. Just because you have the title does not mean you run things that way. Each member has a role and specific duties for that role. We need to be cohesive as a community.

Rachel Bilardi- Treasurer- Did not want to come to this and we tried to resolve this privately. There was an email sent to Montrell to resign. Montrell- declined. Rachel states in the past that she stood up for Montrell and that the board needs to act as a team.

Montrell Williams-President- States that he prides himself establishing effective teams and does not operate in a control manner.

Barb Blohowiak-03/010- We do a lot for this community and people use to come to board meetings and events but since Montrell and Ed Moore came, they have tried to make this more corporate. We don't want corporate we don't want to be controlled over. We are a community.

Ken Blohowiak- Common grounds/ Security- Brought in Attorney David Firman. David has been the attorney for CCME for 15 years.

David Firman- CCME Attorney- This is a case of he said she said at some point the board stopped being cohesive and the board cannot communicate together. The board should work together to get to the July elections.

Rachel Bilardi- Treasurer- makes motion for censure. Charlise 2nds. Board votes: 2 approve 1 disapproves the censure is approved

Diana Schaiberger-22/103A- Every board there needs to be open communication and work together. Accountability on actions. We also need to have the agenda out ahead of time so people can prepare for the meeting and what is happening.

Debra Costa-231/76A -would like to have a mini golf or put-put in the back with all the open space there is, also would like to have extra lighting at the mailbox's it is dark.

Via zoom- someone recommended adding a dog park on the property and adding a Girl friends closet to the activities.

Montrell Williams- President- States that is all of this is not lost on him and will consider everything that has been said.

XIII) ADJOURN

Meeting was adjourned at 11:05am

Next meeting April 12, 2025, at 9:30am

Work session at 8:30

Respectfully submitted this 4/21/2025 day of _____, 2024

Heather Walk, Office Manager

Reviewed and approved this _____ day of _____, 2024.


by Montrell William, Board President

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