

# Friends of Hyland

January 2024

## Retaliatory Events

*Retribution, Intimidation, Actions against Citizens, Hyland Patrons, TRPD Staff*

BoC = Board of Commissioners

TRPD = Three Rivers Park District

HH = Hyland Hills

Name = Current BoC Commissioners with Children on Gilboa

Name = Past BoC Commissioner and TRPD Staff with Children on Gilboa

<b>Timeframe, Place</b>	<b>TRPD Oversight at the Time, Witnesses and Involvement</b>	<b>Description</b>	<b>Supporting Documents and Evidence</b>
February 2015	<ul style="list-style-type: none"><li>• HH General Manager</li><li>• HH Ski School Director</li><li>• Race Director</li><li>• Ski Patrol Supervisor</li></ul> <p>BoC led by John Gunyou and including John Gibbs, Jennifer DeJournett et. Al.</p>	<ul style="list-style-type: none"><li>• During a HH Ski School race clinic or HS racers, a teenage girl injured her knee (requiring surgery) when she flew off a “unslipped rut” that was left over by a Gilboa race that was held prior to the clinic.</li><li>• The HH supervisor running the clinic saw the injury happen. She notified here supervisor (ski school director and HH general manager of the accident and caused of it. This supervisor had asked the Gilboa coaches to slip the ruts out and they did not do this on this particular course that they had set.</li><li>• The supervisor sent an email to the Hyland GM and Ski School Director detailing this unfortunate incident.</li><li>• On the next day, rather than address the real problem and get <i>the facts about the incident that should not have occurred if Gilboa had followed HH and standard race protocol</i>, the HH general manager yelled at the clinic supervisor in his office (The Race director witnessed this rage) saying never to put something like this in writing again, covering up the actions of Gilboa. The GM would not</li></ul>	<ul style="list-style-type: none"><li>• Emails exist</li><li>• Report to TRPD HR exists on this.</li><li>• Ski patrol incident report</li><li>• Witnesses will testify for this</li></ul>

		<p>allow the supervisor to speak. She thought he was going to hit her because he was so angry and towered over her in his office.</p> <ul style="list-style-type: none"> <li>• This berating of the supervisor was reported to TRPD HR in October 2015. It is unknown if any action was taken by TRPD for this hostile intimidation and harassment.</li> <li>• Also, when the clinic supervisor reported the accident to ski patrol, she was TOLD by the HH ski patrol supervisor not to mention Gilboa in this accident report. Hence the letter to the HH GM and the HH Ski School Director.</li> </ul> <p><b><i>It should be noted that there are many incidents over the years, when Gilboa has been involved in accidents, witnesses have been told not to call ski patrol (!) and not to mention Gilboa in the accident report.</i></b></p>	
<p>October 2015, August 2016 (Citizens for Hyland Formed and launched a Petition launched in Oct. 2015 after TRPD declined to be fair to High School Teams in facility allocations)</p>	<ul style="list-style-type: none"> <li>• Superintendent Boe Carlson</li> <li>• TPRD HR Director Chris DeLisi</li> <li>• Chair John Gunyou presided over the board at the time:</li> <li>• Comm. Penny Steele</li> <li>• Comm. Jennifer DeJournett (current Vice Chair)</li> <li>• Comm. John Gibbs (current Chair)</li> <li>• Comm. Steve Antolack</li> </ul>	<ul style="list-style-type: none"> <li>• One of the leaders of Citizens 4 Hyland, a group of citizens asking for fairness at HH, was asked by HR Director Chris Dilisi to be at a meeting with Boe Carlson at TRPD HQ in Plymouth. She asked for an agenda for the meeting but was denied. This C4H leader was also the supervisor of Hyland's own profitable and successful development ski race program (DTeam – 225 children) at the time and had been employed by Hyland seasonally for six years. She asked that her supervisor (ski school director) and co-leader of C4H be at this meeting but was denied.</li> <li>• Oddly, Boe Carlson did not show at the meeting with Mr. DeLisi and another female</li> </ul>	<ul style="list-style-type: none"> <li>• Voice Recording of this meeting</li> <li>• Possibly a Memo in this employee's file?</li> </ul>

	<ul style="list-style-type: none"> <li>• Comm. Dan Freeman</li> <li>• Comm. Gene Kaye</li> <li>• Supt. Boe Carlson</li> </ul>	<p>HR staff member (to avoid the retaliatory implications?)</p> <ul style="list-style-type: none"> <li>• During this meeting, Mr. Dilisi "advised" this Hyland Supervisor <i>three times</i> to either withdraw from C4H activism or resign from her position at Hyland. Mr. DeLisi also asked if this position was important financially to Ms. X – ostensibly trying to get at the financial importance of this position to her livelihood. Ms. X said yes, it was important to her family because it allowed her to provide activities for her children and family that they would not otherwise do.</li> <li>• This job-threatening action was potentially illegal under the employment laws regarding whistleblowers.</li> <li>• TRPD/Hyland made good on this threat and the supervisor was let go 9 months later (see below when the Dteam was cancelled).</li> </ul>	
<p>October/November/December 2016</p>	<ul style="list-style-type: none"> <li>• HH General Manager</li> <li>• HH Ski School Director</li> <li>• Comm. Penny Steele</li> <li>• Comm. Jennifer DeJournett (current Vice Chair)</li> <li>• Comm. John Gibbs (current Chair)</li> <li>• Comm. Steve Antolack</li> <li>• Comm. Dan Freeman</li> <li>• Comm. Gene Kaye</li> <li>• Supt. Boe Carlson</li> </ul>	<p>Hyland management threatened other Hyland staff by telling them they should not sign the petition, and they should ask their spouses to back-off from working with Citizens 4 Hyland</p>	<p>Those threatened will testify to this statement.</p>

<p>November/December 2016</p>	<ul style="list-style-type: none"> <li>• BoC Chair John Gunyou</li> <li>• Anonymous author</li> <li>• Comm. Penny Steele</li> <li>• Comm. Jennifer DeJournett (current Vice Chair)</li> <li>• Comm. John Gibbs (current Chair)</li> <li>• Comm. Steve Antolack</li> <li>• Comm. Dan Freeman</li> <li>• Comm. Gene Kaye</li> <li>• Supt. Boe Carlson</li> </ul>	<ul style="list-style-type: none"> <li>• During the time of the C4H efforts for fairness, two High School ski coaches were the subject of letters to their administrations (school board, principals).</li> <li>• One coach was openly involved and testified at meetings (Minnetonka), the other was not (Hopkins).</li> <li>• These letters suggested that the coaches were not properly doing their jobs, an attempt to diminish their reputations. One letter was to Hopkins (anonymously written) and one was to Minnetonka (written by John Gunyou).</li> <li>• The Minnetonka coach subsequently lost his position.</li> </ul>	<ul style="list-style-type: none"> <li>• These letters exist with Hopkins and Minnetonka School Districts</li> </ul>
<p>2016 – January Coffeeshop in Rogers</p>	<ul style="list-style-type: none"> <li>• BoC Commissioner Penny Steele</li> </ul>	<ul style="list-style-type: none"> <li>• Penny Steele screamed at a citizen in a public coffee shop in Rogers and accused her of being part of a conspiracy against TRPD - asking her to sign a blank sheet of paper.</li> <li>• The supporter, being embarrassed by the loud and berating comments, thanked Ms. Steele for her time and left the meeting prematurely - quite shaken by the intimidating and caustic outburst of a public figure in a public place.</li> </ul>	<ul style="list-style-type: none"> <li>• Emails documenting this event exist</li> </ul>
<p>2016 – February 3<sup>rd</sup> Public Meeting where Citizens 4 Hyland testified to BoC TRPD headquarters in Plymouth.</p>	<ul style="list-style-type: none"> <li>• TRPD BoC chaired by John Gunyou</li> <li>• Comm. Penny Steele</li> <li>• Comm. Jennifer DeJournett</li> </ul>	<ul style="list-style-type: none"> <li>• Penny Steele berated – and intimidated a citizen publicly testifying to the BoC and asking for fairness. Ms. Steele berated him and stated that he was an embarrassment to his college</li> </ul>	<ul style="list-style-type: none"> <li>• TRPD minutes and recording for February 2016 Meeting</li> </ul> <p><i>All Commissioners and</i></p>

	<p>(current Vice Chair)</p> <ul style="list-style-type: none"> <li>• Comm. John Gibbs (current Chair)</li> <li>• Comm. Steve Antolack</li> <li>• Comm. Dan Freeman</li> <li>• Comm. Gene Kaye</li> <li>• Supt. Boe Carlson</li> </ul>	<p>– which coincidentally is also her alma mater.</p> <ul style="list-style-type: none"> <li>• John Gunyou became quite emotional and declared angrily that he would not hear anything else on the matter despite 100s of citizens attendance at 3 TRPD Public Meetings and testifying, 100s of calls and e-mails to commissioners, a petition signed by 550 parents/coaches/Hyland Staff and citizens asking for fairness.</li> </ul>	<p><i>Superintendent listed at left were present at this meeting.</i></p>
August 2016	<ul style="list-style-type: none"> <li>• TRPD BoC chaired by John Gunyou</li> <li>• Comm. Penny Steele</li> <li>• Comm. Jennifer DeJournett (current Vice Chair)</li> <li>• Comm. John Gibbs (current Chair)</li> <li>• Comm. Steve Antolack</li> <li>• Comm. Dan Freeman</li> <li>• Comm. Gene Kaye</li> <li>• Supt. Boe Carlson</li> </ul>	<ul style="list-style-type: none"> <li>• Boe Carlson sent out a letter that stated that the Hyland DTeam would be ended by Hyland Hills after 30+ years.</li> <li>• This quality program was profitable for TRPD/Hyland and affordable for families – which is part of TRPD’s mission with educational programming.</li> <li>• 225 Children had their program and team taken away by TRPD as retribution.</li> <li>• TRPD had this planned out months ahead of time because Team Gilboa had their registration open before the TRPD announcement was even made, and they had added another program utilizing the same facilities that the Hyland DTeam had for over six years. TRPD simply gave the DTEAM lane facilities and profitable business to Gilboa – yet another act of favoritism that hurt TRPD/Hyland’s own programming!</li> <li>• The director of the Ski School (including management of DTeam programming) did not even know this was coming until</li> </ul>	<ul style="list-style-type: none"> <li>• Letter that Boe Carlson Sent</li> <li>• Financial Records for the program</li> <li>• Performance Review written for Ski School Director at the time</li> </ul>

		<p>he saw it missing from the marketing brochure! When he asked general manager about this, he said it was a simple mistake. But it wasn't and the Hyland Dteam was no more.</p> <ul style="list-style-type: none"> <li>• The four supervisors of the DTEAM no longer had their jobs and the 40 or so coaches did not have positions either. Most of these people signed the petition.</li> <li>• It is obvious that this was TRPD's way of getting rid of the leaders and many of the supporters of Citizens 4 Hyland. While this harmed them, it also harmed 40 other coaches/instructors and the 150 families participating who lost their affordable ski program.</li> <li>• TRPD gave a stated reason for this that they were not offering race programming, but they continued to offer this at Elm Creek and currently offer an intro to racing program at Hyland.</li> <li>• In the performance review of one of the Hyland management team, it was mentioned that he did not do enough to "put down" C4H efforts during the past season.</li> <li>• The ski school director retired and HH GM was let go in August 2016.</li> </ul>	
<p><b>Present Season (2023-2024)</b></p>	<ul style="list-style-type: none"> <li>• Jeff May - GM</li> <li>• Luke Williams – race and ski school</li> </ul> <p><b><u>Current Board</u></b></p> <ul style="list-style-type: none"> <li>• John Gibbs (current Chair)</li> <li>• Jennifer DeJournett</li> </ul>	<p>Some teams - TR2/Lake State (formerly the Hyland DTeam) <b><u>continue</u></b> to get only 1 lane on some weekdays for a program with 150 kids. This is while Team Gilboa routine gets 11-13 lanes PER weekday and 17 other teams jockey for lanes.</p> <p>In addition, some teams rarely get access to the best lanes</p>	

	<p>(current Vice Chair)</p> <ul style="list-style-type: none"> <li>• Marge Beard</li> <li>• Jan Guenther</li> <li>• Erin Kolb</li> <li>• Louise Segreto</li> <li>• Jesse Winkler</li> </ul> <ul style="list-style-type: none"> <li>• Supt. Boe Carlson</li> </ul>	<p>(ABC/123 – 20-30 times) with the new (and safe start ramp on ABC vs. the old ramp on 123) and some get ABC 1 time this season. This is in comparison to Gilboa getting these preferred lanes approximately 773 times in one season. This is not a typo – it's that disparate.</p>	
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**TRPD Leadership**

Elected Commissioners

Chair John Gibbs (2011)  
 Vice Chair Jennifer DeJournett (2012)  
 Marge Beard  
 Louise Segreto  
 Erin Kolb

Commissioners Appointed by Hennepin County

Jesse Winkler  
 Jan Guenther



Friends of Hyland.com

Highlight denotes commissioners with children as past members in Gilboa

John Gunyou – former chair with child on Gilboa

Park District Superintendent - Boe Carlson