



FALL 2025 NEWSLETTER

WOODLAND LAKES TRUSTEESHIP, INC.
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STANDARD PROPERTY OWNERS MEETING

October 4, 2025- 10 am (no voting)

SPECIAL VOTING MEETING

OCTOBER 25th – 10 am

Woodland Lakes Community Center

We need 100 owners present to meet quorum requirement.

SUMMARY OF MINUTES

Property Owners Meeting of 4/12/2025

- Present Trustees: Bob Weider (remote), Rodney Heinlein, Jayson Smith, Matt Schrick
- Introductions made.
- Meeting Called to order by Matt Schrick at 10:16 AM
- Pledge
- Trustee Introduction
- **Volunteers for Ballot Counting:** 7 volunteers – Victoria Womble, Patty Smith, Donna Thorton, Cynthia Pelt, Laura Tomlin, Ken Mullins, Lauren Moore

Matt Schrick addressed how the vote for filling seats will go. Based on the past, whoever receives the most votes will do the three-year cycle and then go down to the one-year term for the least votes. This will be addressed and placed on the ballot for indentures.

Approval of the October 5th, 2024 Meeting Minutes:

Nick Carlisle- 1st, Rebekah Housman- 2nd

Introduction of Candidates: Holly Heinlein, Kirk Campbell, Nick Carlisle, Stacey Bullock, Evan

Amendment Proposal: Proposed a uniform increase in the assessment of \$20.00 to take effect on 9/1/2025 with an allocation of a specific amount to specific funds. This would only be used for repairs and upkeep of Woodland (bathhouses & infrastructure).

Financial report: Representative MJ Daniels addressed the owners regarding financials, upgrades, and what their relationship with Woodland has been. Breakdown of what is currently in the accounts (see finance sheet) Roughly 600,000 dollars total in accounts.

Maintenance report: Rodney provided an update and reports on culverts and equipment, brush cleanup, Chip, seal work, and graded roads throughout development. The Woodland bathhouse is being upgraded. Bathhouses were de-winterized, except for Woodland. All vehicles were addressed, equipment required for summer was updated and removed, and winter equipment was placed in storage.

Lakes and Fishes: There are no reports on fish and lakes.

WAVE Committee: Stacy Bullock, Treasurer, describes what the committee does. At the back table: raffles, a collection box for 2025 fireworks, reconciliation report from 1/23-1/25. There is now a separate checking account from WL.

A few property owner questions were asked and answered.

Meeting Adjourned at 11:16. Rebekah Housman- 1st, Lauren Moore- 2nd

[Editor's note: The Amendment to Article III, Section A re: \$20- bathhouse improvement passed. Terry Wright, Stacey Bullock, Kirk Campbell, Evan Swengrosh and Nick Carlisle were elected as Trustees.]

ARTICLE III, SECTION A
ASSESSMENTS BY THE TRUSTEE
Amended. 4/12/2025

TRUSTEE BOARD MEETINGS

2nd Saturday of each month

11:00 a.m.

Woodland Lakes Community Center

Announcements

New office hours as of July 12, 2025

Sunday: 9:00 am to 5:00 pm
Monday: 1:00 pm to 5:00 pm
Tuesday: CLOSED
Wednesday: CLOSED
Thursday: 1:00 pm to 5:00 pm
Friday: 9:00 am to 5:00 pm
Saturday: 9:00 am to 5:00 pm

NEW:

- Toy stickers are now only available for 1 year.
- Assessments are still due on 9-30-2025.
- 30-day extension for expiring stickers and family passes.

TRUSTEE OPENINGS

There will be two open positions to be voted on at the Special Voting Meeting. The remainder of Two 3-year terms (filling the resignations of Terry Wright's and Stacey Bullock's terms). Current candidates: Mitchell Rhodes, William Windham, Bruce Mayfield and Billie Woodring Jr.

August 5th was the deadline for candidates to sign up to run for Trustee.

Have a question? Get the answer at woodlandlakestrusteeship.com



PROPOSED AMENDMENTS

The following amendments to the Trust Indenture will be submitted to the property owners for a vote at the next property owner meeting. Proposed additions to existing amendments are in **bold type**, and proposed deletions are in ~~strike through type~~. Comments and explanations relative to the proposed amendments are enclosed in [brackets] and in *italic type*.

Proposal for Amendment to Trust Indenture – Trustee Eligibility (Former Employees)

Proposed by: James Dillon

Shall the following amendment be added to the Woodland Lakes Trust Indenture as Article 1, Section 1b?

ARTICLE I

ORGANIZATION OF TRUSTEESHIP

Amended 4/7/2000, 4/12/03, 4/9/05, 4/9/11, 5/19/12, 10/6/18, 10/3/20, **10/25/25**

1. In the event of the death, resignation or inability of the herein elected Trustee or Trustees to serve in that capacity prior to the expiration of his or her term, his or her successor or successors shall be voted in by a majority vote of the lot owners to fill the unexpired term. A successor Trustee or Trustees, except in the case of filling a vacancy, shall be elected for terms of three (3) years each, but a successor Trustee elected to fill a vacancy shall be elected in the manner herein above provided. No elected Trustee may be seated on the Board of Trustees without a criminal background check; and no person shall serve on the Board of Trustees who has a felony conviction, effective immediately

- a. If a Trustee has submitted his or her written or verbal resignation, or is properly recalled by the property owners, they must wait a minimum of 2 full terms (6 years) before he or she will be eligible to serve on the Board of Trustees. Effective immediately.
- b. **Any individual who has been terminated *for cause* from paid employment with the Woodland Lakes Trusteeship shall be permanently ineligible to serve as an elected Trustee or appointed representative. "Termination for cause" shall include, but is not limited to, misconduct, violation of Trusteeship policy, dishonesty, harassment, or insubordination, as documented in employment records. Any current Trustee as of October 24, 2025, who has been terminated for cause, may complete their current elected term but shall not be eligible to run for or be appointed to any future term.**

[This Amendment will disqualify previous employees terminated 'for cause' from running for or being appointed as Trustee. Current Trustees who have been terminated for cause may complete their current term and not eligible for future terms.]

Proposed Amendment – Employee Termination Review Requirement
Proposed by: Kristin Harris

ARTICLE XL
 MANDATORY PROFESSIONAL REVIEW PRIOR TO EMPLOYEE TERMINATION
 Adopted **10/25/2025**

1. Prior to submitting any motion to terminate a paid employee of the Woodland Lakes Trusteeship, the Board of Trustees shall obtain a formal written review and recommendation from a contracted Human Resources consultant or licensed attorney. The consultant must be under an active service agreement with the Trusteeship at the time of review.
2. The Trusteeship shall submit the following documentation to the contracted Human Resources consultant or licensed attorney for evaluation
 - a. Draft termination letter
 - b. All documentation supporting the grounds for termination, including disciplinary actions, complaints, or performance issues
 - c. Any additional personnel records reasonably requested by the reviewing consultant to complete their evaluation
3. The reviewing consultant or attorney shall issue a written opinion confirming:
 - a. Whether the termination is legally and procedurally sound
 - b. Whether the documentation supports the proposed rationale
 - c. Any concerns or recommendations for mitigating legal or reputational risk
4. All reviews and recommendations shall be maintained in a secure and confidential manner, accessible only to duly authorized Trustees, contracted Human Resources personnel, and legal counsel. Trustees voting on the matter shall sign a confidentiality agreement prior to reviewing any materials.
5. No motion to terminate a paid employee shall proceed without the review and written recommendation described above. The recommendation must be provided to all voting Trustees at least seventy-two (72) hours in advance of any vote.

[This Amendment: Prior to any motion to terminate a paid employee of the Woodland Lakes Trusteeship, the Board of Trustees shall obtain a formal review and written recommendation from a contracted Human Resources consultant or licensed attorney. The reviewing party must be under active service agreement with the Trusteeship. The motion may not proceed without such review.]

Proposed Amendment- Trustee Eligibility- Compliance. Proposed by: John Kimack

Shall the following amendment be revised to require trustees to comply with the rules and regulations they themselves are required to enforce on others?

ARTICLE I
 ORGANIZATION OF TRUSTEESHIP

Amended October 7, 2000, 4-12-03, 4/9/05, 4/9/11, 5/19/12, 10/6/18, 10/3/20, **10/25/25**

1. In the event of the death, resignation or inability of the herein elected Trustee or Trustees to serve in that capacity prior to the expiration of his or her term, his or her successor or successors shall be voted in by a majority vote of the lot owners to fill the unexpired term. A successor Trustee or Trustees, except in the case of filling a vacancy, shall be elected for terms of three (3) years each, but a successor Trustee elected to fill a vacancy shall be elected in the manner herein above provided. No elected Trustee may be seated on the Board of Trustees without a criminal background check; and no person shall serve on the Board of Trustees who has a felony conviction. **To be eligible to serve on the board, trustees and trustee candidates, shall exhibit current compliance with the Trust Indenture and Standard Operating Procedures, and if elected, stay in compliance throughout their term effective immediately.**

[This Amendment will require seated Trustees to remain in compliance with Indenture and SOP.]

Proposed Amendment – Trustee Code of Conduct, Proposed by: William Schnarr

Shall the following amendment be added to the Woodland Lakes Trust Indenture as Article 1, Section 6?

ARTICLE I

ORGANIZATION OF TRUSTEESHIP

Amended October 7, 2000, 4-12-03, 4/9/05, 4/9/11, 5/19/12, 10/6/18, 10/3/20, **10/25/25**

- 6. All Trustees shall act with professionalism, integrity, and respect in all official capacities. Intimidation, yelling, harassment, profanity, or retaliatory behavior directed toward other Trustees, Property owners, staff, or contractors is strictly prohibited.**
- a) **A violation of this section must be:**
 - i) **Related to official Trusteeship business or occur in the context of Woodland Lakes duties, meetings, or communications;**
 - ii) **Documented with a date, time, location, and description of conduct; and**
 - iii) **Corroborated by at least two (2) individuals who are not immediate family members of each other, OR clear video or audio evidence that objectively demonstrates the behavior in question.**
 - b) **A valid complaint must be submitted in writing and signed, certified as truthful by either:**
 - i) **Two (2) current Trustees, OR one (1) property owner in good standing; and**
 - ii) **No more than one complaint may be filed against a Trustee per meeting or event.**
 - c) **Policy disagreements, debate tone, or personal dislike shall not constitute a violation unless abusive behavior is clearly documented.**
 - d) **If two valid complaints for separate incidents are recorded against the same Trustee during their current term or any immediately preceding consecutive term, any property owner in good standing may initiate a recall**
 - e) **petition pursuant to Article VII. Upon submission of a valid recall petition under this section, the Trustee in question shall be formally censured and removed from all officer positions, liaison positions, and committee leadership roles until the recall vote is completed. This action shall not affect their elected seat unless and until a recall vote is successful.**
 - f) **All valid complaints and outcomes shall be:**
 - i) **Recorded in official meeting minutes.**
 - ii) **Read aloud during the next scheduled property owners meeting, with personal contact information may be redacted to protect privacy; and**
 - iii) **Made available to property owners upon request, with personal contact information may be redacted to protect privacy.**

[This Amendment will add a Trustee code of conduct with terms.]

Proposal for Amendment to Trust Indenture – Change eligibility wait time from 6 years to 10 years. Proposed by: Board of Trustees

ARTICLE I
ORGANIZATION OF TRUSTEESHIP
Amended October 7, 2000, 4-12-03, 4/9/05, 4/9/11, 5/19/12, 10/6/18, 10/3/20, **10/25/25**

1. In the event of the death, resignation or inability of the herein elected Trustee or Trustees to serve in that capacity prior to the expiration of his or her term, his or her successor or successors shall be voted in by a majority vote of the lot owners to fill the unexpired term. A successor Trustee or Trustees, except in the case of filling a vacancy, shall be elected for terms of three (3) years each, but a successor Trustee elected to fill a vacancy shall be elected in the manner herein above provided. No elected Trustee may be seated on the Board of Trustees without a criminal background check; and no person shall serve on the Board of Trustees who has a felony conviction, effective immediately

a. If a Trustee has submitted his or her written or verbal resignation, or is properly recalled by the property owners, they must wait a minimum of ~~2 full terms (6 years)~~ **10 years** before he or she will be eligible to serve on the Board of Trustees. **Effective after October 25, 2025, Property Owners Meeting.**

[This Amendment will change wait time from 6 years to 10 years for Trustee eligibility after resigning.]

Proposal for Amendment to Trust Indenture – revert term limits to original for Trustees. Proposed by: Board of Trustees

ARTICLE XX
Adopted 4-11-92, Amended 10-8-23, **10/25/25**

Trustees shall serve for a period of no more than ~~4 (four)~~ **2 (two)** consecutive terms in office. After a period of one full ~~year~~ **term** from the end of the 3rd year of last term held, a former trustee, if he or she chooses to run for office again, may register for election at the proper time according to the procedure outlined in the Indenture. Any Trustee seated upon the date of effectiveness of this amendment, if they chose to run again, will have their current consecutive time of service counted as part of the ~~4~~ **2-term** limit. **Effective after October 25, 2025, property owners meeting.**

Additionally, Notice will be made of the 60 Day Trustee Candidate registration deadline before the next election; to include information re: dates of pending deadline and election/owner's meeting, how to apply and the requirements to be a Trustee candidate and number of positions to be filled. After the registration deadline, notice will be made of all Trustee candidates and the number of positions to be filled. These notices, when and where applicable, will start 5 weeks before the deadline through to the election and will be made on at least one online communication platform, hosted and administered by the Woodland Lakes Trusteeship. All candidates will be included in the semiannual newsletter sent prior to that election Effective October 8, 2023.

[This Amendment will revert term limits for eligibility to serve as Trustee.]

Proposal for Amendment to Trust Indenture – Change annual lot assessment to \$170 Proposed by: Board of Trustees

ARTICLE III
ASSESSMENTS BY THE TRUSTEE
Last Amended 10-5-02, 4-13-03, 4-17-04, 4/9/05, 4/8/06, 10/02/10, 4/13/13, 10/04/14, 10/3/20, 10/02/2021, 10/01/2022, **10/25/25**

1. The Trusteeship is hereby authorized, empowered and granted the right to make and/or collect assessments upon and against the said several lots and said parcels of land in the subdivision as

platted and recorded by National Development Co., Inc. and the owners thereof for the purpose and at the rates and on the conditions hereinafter provided:

(A). There shall be a uniform annual assessment of ~~One hundred thirteen dollars (\$113)~~ **One Hundred Seventy Dollars (\$170.00)** per lot, per year, effective October 25, ~~2014~~ **2025**, and Two Hundred Dollars (\$200.00) per Owner Entity, effective September 1, 2025, upon and against the several lots or parcels of land in said subdivision for the purpose of carrying out the general duties and powers of the Trustees as described herein and for the further purpose of enabling the Trusteeship to defend and enforce the restrictive covenants as herein described. At least, but not less than three dollars (\$3.00) per lot per year of the said annual assessment shall be allocated for the stocking of our lakes and at least but not less than five dollars (\$5.00) per lot per year shall be allocated for repairing only gravel roads, and at least, but not less than, Twelve Dollars (\$12.00) per owner entity shall be allocated to be only used for the purpose of re-sealing and repairing hard surface roadways within the Woodland Lakes Subdivision, and at least, but not less than Twenty Dollars (\$20.00) per owner entity shall be allocated to be used only for the repairs and upgrades of bathhouses, wells, septic systems and holding tanks within the Woodland Lakes Subdivision, with any funds remaining in the account at the end of each fiscal year being divided equally and transferred to the Road Paving and Equipment accounts only. Twenty-five Thousand dollars (\$25,000.00) per year to be placed in a dedicated fund entitled "Lake Special Account" for the purpose of maintaining, repairing and improving the lakes, dams and spillways within the Subdivision. Fifty Thousand dollars (\$50,000.00) will be placed annually in an account dedicated solely for the repair and replacement of equipment. Commencing in the fiscal year beginning September 1st, 2004 the uniform annual assessment for each fiscal year shall be due and payable on September 1st of each fiscal year.

[This Amendment will change annual lot assessment from \$113 to \$170.]

Proposal for Amendment to Trust Indenture – Create a one-time special assessment for an equipment fund. Proposed by: Board of Trustees

ARTICLE VII AMENDMENTS

Last Amended 10-7-95, 4/8/06, 10/7/06, 4/14/07, 5/19/12, 4/15/23, **10/25/25**

~~2. No assessment shall be considered paid for the purpose of granting voting privileges unless said payment shall have been paid ten (10) days prior to the election where such vote shall be cast. Eliminate this paragraph in its entirety. So, everyone can vote. Property owners need to be in good standing.~~

2. There shall be a one-time special assessment of twenty-five dollars (\$25.00) per entity, due within 90 days of October 25, 2025, property owner meeting. All funds collected from this special assessment shall be set aside in its own dedicated account to be used solely for the purpose of purchasing a road grader. In the event there is money left over it is to be put in the "50k per year for equipment repair and replacement" account.

[This Amendment will create a one-time special assessment to purchase a road grader.]

3 Recall Petitions

Woodland Lakes Trusteeship: Recall Petition for Trustee Carl 'Nick' Carlisle

I, the undersigned, being a duly recognized property owner of Woodland Lakes Trusteeship, Inc., do hereby submit this Petition to formally request the initiation of recall proceedings against Trustee Carl 'Nick' Carlisle, pursuant to the governing documents and applicable procedural rules of Woodland Lakes Trusteeship, Inc.

This Petition is brought on the grounds that Trustee Carlisle has engaged in conduct unbecoming of a trustee and has consistently failed to uphold the professional, fiduciary, and ethical standards required of individuals serving in positions of leadership within this community. In support thereof, the undersigned asserts the following:

Repeated Disregard for Standards of Professional Conduct: Trustee Carlisle has made public statements that are inflammatory, inappropriate, and inconsistent with the decorum expected of a fiduciary representative. Such conduct serves to undermine the dignity of the Board and materially erodes public confidence in the integrity of its governance.

Failure to Exercise Accountability: Despite having been apprised of serious and ongoing issues affecting the community including but not limited to allegations of harassment, intimidation, and retaliatory behavior directed at fellow trustees. Trustee Carlisle has failed to demonstrate a good-faith effort to engage in transparent problem resolution or to support remedial measures.

Breach of Fiduciary Duty: Trustee Carlisle has neglected his obligation to act in the best interests of the Trusteeship. His actions reflect a pattern of decision-making that lacks transparency, prudent judgment, and fiscal oversight particularly in matters pertaining to financial operations and critical infrastructure or systems.

Failure to Mitigate Legal and Financial Risk: Rather than exercising prudent, independent leadership, Trustee Carlisle has, through action and inaction, enabled and/or excused conduct that exposes the Association to legal and financial liability, including violations of employment standards and retaliatory behavior against staff and volunteers. These failures constitute a material breach of his duty of care and loyalty to the community.

Engagement in Inappropriate and Dismissive Behavior: Trustee Carlisle has engaged in conduct, both publicly and privately, that is disparaging, degrading, and dismissive of employees, volunteers, and concerned property owners. Such behavior contributes to a hostile and divisive community environment and undermines public confidence in the integrity of the Board.

Promotion of a Retaliatory Governance Culture: Trustee Carlisle has, on multiple occasions, excused, supported, or personally engaged in behavior that constitutes retaliation and harassment, thereby fostering a culture in which intimidation is normalized, and governance is misused for personal or political ends.

Erosion of Trust and Engagement: The cumulative result of Trustee Carlisle's conduct is the deterioration of community trust, volunteer engagement, and civil discourse. Each of which is critical to the effective operation of a private property owners association. His continued leadership is inconsistent with the values and expectations of the ownership at large.

By signing this petition, I request that a recall vote be scheduled at the next possible Property Owners meeting, including but not limited to the October 2025 meeting, in accordance with governing rules to determine whether Trustee Carl 'Nick' Carlisle shall continue in his role.

RECALL PETITION REBUTTAL

I, Trustee Carl "Nick" Carlisle, hereby provide this formal response to the community in regard to the Recall Petition submitted against me.

Each and every allegation contained in the Recall Petition is expressly denied. At no time have I engaged in any conduct that constitutes a breach of fiduciary duty, violation of professional standards, or behavior unbecoming of a Trustee.

The claims of "inflammatory statements," "failure to exercise accountability," "breach of fiduciary duty," and other vague accusations are unsubstantiated. No specific incidents with supporting evidence, dates, or credible witnesses have been provided. The accusations constitute opinion and speculation and do not demonstrate fact.

The filing of petitions based on unfounded and unverified allegations undermines the stability, effectiveness, and integrity of the Trusteeship's governance. The Board is charged with acting in the best interest of the community as a whole and must not permit baseless or politically motivated claims to disrupt its ability to function.

I am committed to maintaining a respectful, professional, and accountable environment in all aspects of governance and operations. To that end, every credible complaint or allegation made regarding Trustees and/or employees is promptly referred to the Human Resources Department, which is an independent and outside source. I, as a Trustee, give full and careful consideration to the recommendations received from the HR department in determining any appropriate action, together with my fellow Trustees, ensuring that decisions are made in a manner consistent with our governing documents, legal obligations, and commitment to integrity and fairness.

SOP VOL. 1 2.2 2. SAYS-

Twelve notarized petitions from property owner(s) entities signed and notarized. Reasons for recall must be clearly stated. Acceptable reasons: incompetence, 6/7 of the board not being able to work with them and theft.

None of which are applicable!

Since being elected, I have made significant progress in addressing and improving the critical infrastructure within this community. My efforts, though within a relatively short period of service, have already resulted in meaningful advancements that strengthen the community's operations and long-term stability.

I remain fully committed to fulfilling my fiduciary duties with diligence, professionalism, and integrity. I look forward to continuing my work on behalf of my fellow property owners and ensuring that the community's infrastructure, governance, and resources are managed responsibly and effectively for the benefit of the whole community.

Signed,
Carl "Nick" Carlisle
Woodland Lakes Trusteeship Inc.
Board Secretary

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Woodland Lakes Trusteeship: Recall Petition for Trustee Kirk Campbell

I, the undersigned, being a duly recognized property owner of Woodland Lakes Trusteeship Inc., do hereby submit this Petition to formally request the initiation of recall proceedings against Trustee Kirk Campbell, pursuant to the governing documents and applicable procedural rules of Woodland Lakes Trusteeship, Inc.

On or about July 16, 2025, at approximately 4:00 PM, Trustee Campbell engaged in inappropriate and unprofessional behavior by making sexual, derogatory, and humiliating remarks toward a Woodland Lakes employee stationed at the main gate while said employee was actively performing their official duties. The conduct was witnessed by third parties and constitutes a serious breach of acceptable conduct and decorum for a trustee.

Following said incident, Trustee Campbell has continued to exhibit behavior reasonably perceived as intimidating, hostile, or retaliatory in nature toward the same employee, including but not limited to prolonged glaring, intentional avoidance, and other nonverbal conduct contributing to an ongoing hostile work environment. The affected employee has expressed concerns for their continued employment due to this pattern of behavior.

Said actions may give rise to a valid complaint under the Equal Employment Opportunity Commission (EEOC), thereby exposing the Trusteeship and community to potential legal liability and financial exposure. Trustees are duty-bound not only to serve the best interests of property owners but also to ensure adherence to applicable labor and employment laws and to foster a work environment that is safe, respectful, and free from harassment or intimidation.

A formal complaint concerning this matter has been submitted to the Trusteeship's Human Resources representative, Insperity, further evidencing the gravity of the situation and the necessity for appropriate remedial action.

Whether or not Trustee Campbell intended such harm, the conduct is incompatible with the fiduciary and ethical responsibilities conferred upon him and places both the community's legal standing and overall well-being at risk.

Accordingly, I respectfully request that a recall election be scheduled and publicly noticed at the earliest legally permissible Property Owners Meeting, including but not limited to the October 2025 regular meeting, in accordance with the governing documents, to determine whether Trustee Kirk Campbell shall be removed from his position as Trustee.

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Woodland Lakes Trusteeship: Recall Petition for Trustee Jayson Smith

I, the undersigned, being a duly recognized property owner of Woodland Lakes Trusteeship, Inc., do hereby submit this Petition to formally request the initiation of recall proceedings against Trustee Jayson Smith, pursuant to the governing documents and applicable procedural rules of Woodland Lakes Trusteeship, Inc.

This petition is based upon a documented and ongoing pattern of conduct by Trustee Smith which is inconsistent with the duties of care, loyalty, and professionalism required of a member of the Board. Specifically, Trustee Smith has demonstrated behavior incompatible with the ethical, managerial, and fiduciary standards expected of a trustee.

On or about June 3, 2025, the Board's contracted human resources provider, Insperity, issued a formal recommendation that Trustee Smith be removed from supervisory responsibilities. This recommendation was the result of an internal review conducted in response to staff complaints on or about May 24, 2025, and was supported by substantiated findings that Trustee Smith's conduct in a supervisory capacity presented a credible risk of fostering a harmful or hostile work environment. Said conduct included, but was not limited to, behaviors reasonably perceived as harassing, retaliatory, or intimidating in nature, thereby materially impairing his ability to effectively discharge the duties and responsibilities associated with his role as Security and Gate Liaison.

The retention of any trustee in a capacity wherein they have been deemed a risk to employee wellbeing constitutes a material governance failure and exposes the Trusteeship to significant legal and reputational liability. Moreover, it represents a breach of the trustee's fiduciary obligations to act in the best interests of the organization and its owners.

By signing this petition, I request that a recall vote be scheduled at the next possible Property Owners meeting, including but not limited to the October 2025 meeting, in accordance with governing rules to determine whether Trustee Jayson Smith shall continue in his role.