

**SUNRIVER OWNERS ASSOCIATION  
BOARD OF DIRECTORS MEETING  
SROA BOARD ROOM  
MARCH 18, 2023**

**DIRECTORS PRESENT:** Clark Pederson, Bill Burke, Gerhard Beenen, Scott Gillies, Larry Ishmael, Keith Mobley, Tony De Alicante & Linda Beard

**DIRECTOR PRESENT VIA ZOOM:** Julianna Hayes & Tony De Alicante

**STAFF:** James Lewis, Susan Berger & Jesus Mendoza

The Board of Directors meeting was called to order at 9:00 A.M.

**NUMBER OF ATTENDEES:** 2

**OWNERS FORUM:**

Scott Hartung, 1 Lost Lane, noted that in his 25 years of being involved in the governance of Sunriver it has become far more complex today than in previous years. He stated that he believes the Board and staff are doing a great job governing within the increased complexity. He also suggested there be an owner's forum at both the beginning and end of the Board meetings so owners can address issues that arise at the meeting.

Kathy Brown, 9 Quelah Lane also submitted a written statement summarizing her oral comments that addressed issues pertaining to the proposed new Design Manual of Rules & Procedures. Ms. Brown is opposed to the new manual referencing that in some circumstances the Design Committee has sole discretion and that such discretion is in direct contradiction with SROA governing documents – particular rules and enforcement having to do with rules being enforced on a non-discriminatory basis and done in a fair and impartial manner. She also discussed where “sole discretion” was included in the Consolidated Plan and that the Design Committee does not have the power to make arbitrary decisions. Lastly, she stated that a provision in the proposed Design Manual of Rules & Procedures regarding a floor area ration calculation which ascribes the size of the home in direct correlation to the lot size has the potential to negatively affect property values and that such is directly in contradiction to the SROA Mission Statement & Consolidated Plan.

**OWNER FORUM FOLLOW-UP FROM PREVIOUS MONTH**

Director De Alicante noted he has been trying to reach Greg Knakal, 1 Flattop Lane who spoke at the December 2022 meeting. In speaking to staff at the Admin office, Director De Alicante learned that Mr. Knakal has spoken with Christl Weaver at the front desk and got his questions answered however, Director De Alicante is still trying to reach him to ensure all his issues are resolved.

Director Mobley reached out to Kathy Brown, 9 Quelah Lane and reported they had a fairly lengthy conversation. They discussed a variety of topics and Director Mobley thanked Ms. Brown for her candor and interest in the Association.

**RECAP OF 3/17/23 BOARD WORK SESSION**

President Beenen reported the Board held a lengthy session yesterday starting off with the Parks & Recreation Master Plan presentation which was followed by a good discussion. This item is on the agenda for adoption today. Assistant GM Kessarar provided an update on recreation stats for the month of

February, noting that we are ahead of where we were last year in terms of Recreation Plus Program (RPP) and Member Preference Program sales. Thanks to consistent recreation staffing we have more hours available for people to make use of the facility. An interesting conversation about physical addresses with no resolution was held and staff was directed to summarize what the position of SROA is and then we will decide how to proceed. The election results were discussed including the next steps with TDS. A long discussion and review of the Design Manual of Rules & Procedures was held with a lot of board input on some areas where revisions were suggested. The Board also discussed the proposed changes to the Sunriver Rules & Regulations to align with the revised Design Manual. Both of these items are on today's agenda for approval of first readings.

The Board held an Executive Session with legal counsel.

**BOARD ACTION**  
**BOARD MEETING MINUTES**

Director Pederson moved to approve the minutes of the February 17, 2023, board work session meeting minutes as corrected. Seconded by Director Burke, motion carried unanimously.

Director Mobley moved to approve the minutes of the February 18, 2023, board meeting minutes as written. Seconded by Director Beard, motion passed unanimously.

**BOARD ACTION**  
**FINANCIALS**

Treasurer Pederson reported that once again there is a very clean financial report for the month of February. The month ended with operating revenues exceeding budget by almost \$33k with the variance attributed to an increase in participation in the Recreation Plus Program and higher than expected interest income which will continue throughout the year as the budget was based on a conservative 2.5% interest rate and we are currently seeing 4%. Additionally, the building fees for the new public safety building were received and which totaled \$17,000. Year to date we are up \$110,000 over budget on the revenue side.

On the expense side we were \$39,000 under budget attributable to a couple of things. We currently have some open positions, particularly in recreation, and also due to the fact that we did not receive some of our normal utility bills prior to these reports being generated. Year to date, we are \$149,000 better than budget. Treasurer Pederson also reported we received another Caldera Springs check for the plotting of more lots that was over \$43k. As we don't know when additional plotting's will happen, we are unable to include them in the budget. Additionally, staff sold two vehicles that were being replaced and amazingly we got \$21k for one of them and \$20k for the other one, which definitely helps the bottom line. We do have some continued spending for ladder fuels, carried over from 2022 that has been delayed due to weather and availability of contractor employees. Year-to-date on the non-operating side we have a positive \$28k variance.

Total surplus for the current month is \$333k, which is \$109k better than budget and currently year-to-date we are at \$536k, which is an increase in retained earnings and thereby an increase in the value in assets of Sunriver.

We did receive \$173k of the \$350k grant dollars applied for from the state of Oregon for ladder fuels reduction efforts in the community. As there is still some work to complete once the snow is gone, we will submit it for reimbursement of those additional funds once the work is completed. Capital reserve numbers will stay as they currently are until we have the full reserve study conducted in August.

For the month ended February 28, 2023, there was a net operating surplus of \$75,678 which was \$71,785 better than budget. Operating revenues were over budget by \$32,988 mainly due to Recreation Plus Program (RPP) sales and interest income. There were 55 more homes enrolled in the RPP program than at the same point last year. Salaries and burden were under budget by a combined \$23,246 due to open full-time and part-time positions in the recreation department. Material & services were under budget by \$9,038 due to timing of utility payments. February's legal invoice had not been received at the time these reports were generated.

For the first two months of 2023, there was a net operating surplus of \$31,214 which was \$149,245 better than budget. Operating revenues were over budget by \$110,039 due to RPP sales, Caldera expansion payment and interest income. Salaries and burden were under budget by a combined \$12,433. There were two vehicles sold in February for a total of \$42,000. As of February 28, 2023, there was a combined operating and non-operating surplus of \$536,778.

Total assets as of February 28, 2023, were \$40,178,483. Cash and investments totaled \$18,036,909, an increase of \$5,797 from January. As of February 28, 2023, there was \$16,947,518 invested in US Treasuries with durations between 90-day and two years. Maintenance fund receivables decreased by \$18,127 from 2023 annual payments. There is a total of \$310,274 due in RPP's agreements. The fourth quarter payment from TDS was received at the beginning of February. Construction in progress included the purchase of an auto, along with boiler and pool work at SHARC. Accounts payable decreased by \$428,968 due to timing of ladder fuel payments.

February 28, 2023 (Year to Date Unaudited)

	<u>ACTUAL</u>
TOTAL REVENUE	\$2,022,013
TOTAL EXPENSES	\$1,990,772
OPERATING FUND SURPLUS	\$ 31,241

Director Mobley moved approval of the unaudited financial statements for the month of February 2023. Seconded by Director Ishmael, motion passed unanimously.

**GENERAL MANAGER'S REPORT**

GM Lewis reported his recap for activities in February.

Staff continued to monitor and respond to both state and county orders regarding any COVID-19 requirements.

GM Lewis continues to participate in the Central Oregon Intergovernmental Council (COIC) Board of Directors and Sunriver/La Pine Economic Development (SLED) Board regarding coordination with south county efforts economic development efforts (in conjunction with Economic Development for Central Oregon (EDCO)).

GM Lewis continues to work with SROA legal counsel regarding a number of items.

GM Lewis continues to attend and participate in the regular monthly meetings of the Owner Enrichment, Finance, and Covenants committees and the Admissions Model Workgroup.

GM Lewis continued working with the taskforce updating the Design Review Manual, preparing the final comprehensive draft of the entire document that will go before the Board in March.

Continued phone/Zoom meetings and correspondence with staff at Bend Broadband (BBB)/TDS to discuss outstanding issues related to the negotiated Draft Bulk Agreement as a follow up to the successful owners vote and finalizing the agreement.

Continued work with the consultant and taskforce on the Parks & Recreation Master Plan including the creation and distribution of the initial complete draft for presentation to the Board at the March meeting.

Held additional meetings with the contractor and Public Works Director Mark Smith regarding the design for the Public Works facility improvements. This included addressing owner concerns raised at the SROA public meeting and comments submitted to Deschutes County.

GM Lewis participated in and performed tasks associated with the Transient Room Tax (TRT) taskforce including a meeting with Deschutes County Administrator, Deputy Administrator and CFO to introduce the initial basis for requesting funds and to receive feedback prior to presenting to the Deschutes County Commissioners.

GM Lewis attended a second South Deschutes County planning meeting hosted by COIC staff the purpose of which was to identify needs and partners to prepare for the development of a South County Strategic Planning process.

Worked with legal counsel to create a formal agreement with the Village @ Sunriver owners regarding a new method for calculating maintenance fees.

GM Lewis worked with Community Development department staff to resolve an owner's design review process issues.

GM Lewis worked with staff to help prepare a grant application to Visit Central Oregon for funds for new pathway wayfinding signs.

GM Lewis worked with the HR and Recreation Directors to create and advertise for the IT Director position and the Aquatics Manager position.

In the Accounting Department, Controller Healy prepared closing financial statements for 2022.

The unaudited financial statements for the period ending December 31, 2022, and the period ending January 31, 2023, were prepared, and presented to the Finance Committee and Board

Accounting staff continues processing a significant number of maintenance fees, Recreation Plus, and Member Preference program payments.

Accounting staff finalized access for owners to access and make payments through the SROA website.

In IT, staff are still working with Sangoma/NetFortris on totally integrating the new telephone system.

IT staff worked with Natural Resources staff on the GIS database tables.

IT staff continued working with Community Development & Natural Resources resolving issues with the GIS tracking.

IT staff worked with Community Development staff on a prototype for a dashboard for development environment and presented it to the Community Development staff. Now working on requests to enlarge photos, track notes, time stamp, quick letter, and tabs.

IT Director Brad Olson continues to assist with calls from owners with questions regarding the TDS Bulk agreement.

IT staff have updated the Lenel/Gate access system deleting all the 2022 data and loading the 2023 information.

IT staff worked with Public Works on installing 12-count fiber optics to the annex building. Public Works tapped into the conduit and installed a vault over it after installing conduit.

In the Communications Department, Scene advertising was at \$20,090 (Feb. 2022 was \$18,226.)

There were 357 reads of the online February Scene. Readers from other countries included Ireland, South Korea, New Zealand, and Norway.

The SROA website was visited by 7,200 users in February with the most popular pages being weather, tree flagging & paint colors, member preference program and road work.

The SHARC website was visited by 6,800 users with the most popular pages being aquatic hours, recreation swim, admission rates, and indoor aquatics.

Sunriver Style had 857 visits with popular pages being weather, pathways, what's going on and getting here.

Social media posts: ballots due reminder, holiday closure, PW building neighborhood meeting, Design Committee openings, ballot results, owner happy hour, spring dance and history of SHARC presentation.

Additional projects for Communications included archiving the Telecommunications webpage and creating a new one with FAQs related to the TDS fiber to the home infrastructure install and eventual hookup to homes.

A webpage has been created with information and images on the Public Works campus improvements and the tunnel webpage has been updated with information about the tunnel replacement and closure of Abbot Drive at Circle 1 to Wild Lily Lane from mid-March to mid-June. Also created a closure map to share with owners, service providers, property managers, etc.

Met with new Events Manager Alexandra Haupt regarding event marketing for SHARC.

Worked on stories and updates for the Sunriver Chamber Magazine.

Assisted with the formatting of the new Design Manual of Rules & Procedures and created a new table for Section 5 outlining review processes and procedures.

Created an online records release for Community Development.

The Community Development Department reports the Design Committee meetings continue to occur on a regular schedule with multiple items on each agenda – the two February meetings had a total of seven items (combined – 4 and 3).

There are currently approximately 234 active projects/building permits (up by one from the previous month of January.)

The number of applications submitted in February was down from the same month in 2022 - from 88 in 2022 to 55 in 2023. This is most likely attributable to overall economic factors in 2022.

Community Development staff continued issuing compliance letters for design and rule violations.

Community Development staff participated in Magistrate Hearings for background on violations and citations.

Community Development staff continued assisting with the Design Manual Update by participating in the most recent meetings.

The Natural Resources Department oversaw the ladder fuels reduction (LFR) work that continued on commons.

NR Director Patti Gentiluomo virtually attended the UC Davis Wildfire Resilient Structures Conference.

Natural Resources staff continued the internal review of the Ladder Fuels Reduction Plan.

Natural Resources staff performed site visits regarding tree removal requests on private property.

Natural Resources staff completed the 2022 inspection data entry and processing for all private properties as part of the 2023 LFR compliance program.

Public Works staff have been removing rounds of wood from various locations in the community, moving it to the area next to the Recycle Center and splitting it as time allows. PW staff have also been repairing broken rail fences.

Snow operations included road/pathway plowing, salting, hand shoveling tunnels, clearing parking lots, SSD fire aprons, clearing drains of snow and ice, RV yards, Skypark tarmac, walkways at SHARC, Admin and Public Works.

The Circle 1 tunnel contract was signed, with work to start in mid-March.

Reopened Mary McCallum Park which was closed due to the lagoon dig out project.

Fleet Services received a new, small pickup and sold the outgoing one. Also prepared a new Ford Ranger for service and sold the older Toyota. Staff fabricated and installed attachments for the PW trucks that will hold cones, shovels, etc. to protect the rear window.

Fleet staff inventoried all filters in the part room and were able to return all outdated filters for a full refund totaling over \$1,000.

At SHARC, PW aquatics staff diagnosed and coordinated repairs to the heating system for the locker rooms.

Boilers for snow melt and interior slab heating were replaced (reserves).

The annex building renovations including removal of walls, new lighting, hot water heater, painting, floor sealing and adding a sink to the break room were all completed.

The public meeting for the Public Works campus improvements was held and staff and engineers are working to develop the building layout.

In Recreation, there were 471 more visitors over the President's weekend this year than the previous year. The recreation swims sold out Wednesday through Friday of the week prior and after as various ski week vacations overlapped.

2023 Member Preference Program sales continue to be well received with few comments about price increases.

Staff is working on booking Turf Tunes entertainment and outsourcing our ticketed concert this year.

The LaPine High School Prom and Three Rivers School PTA fundraiser will both be held at SHARC in the coming weeks. Alexandra Haupt accepted the Events Manager position and started working on February 9<sup>th</sup>. The Aquatics Director position was posted on March 1<sup>st</sup>.

Director Hayes noted that last months meetings fell on the three-day President's weekend and wondered if any thought has ever been given to holding the meetings on a different weekend when they fall on a holiday to allow the SROA employees that are required to attend the meetings the ability to enjoy that holiday weekend without having to work. A brief discussion was held, and staff was directed to look at 2024 to see if any adjustments might be in order.

### **LIAISON AND COMMITTEE REPORTS**

Copies of the minutes received from committees that met last month were included in the Board binders.

### **SUNRIVER SERVICE DISTRICT (SSD) REPORT**

Director De Alicante reported the SSD will begin holding their monthly board meetings in the SROA board room starting next month to allow construction to begin on the new public safety building. Currently they are working through all the preliminary items such as testing, permits, etc. The plan is still to break ground in May and the Project Manager/Owner Representative Doug Nelson is working diligently and doing a good job.

Both the police and fire departments had a fairly routine month in February with nothing remarkable to report. Both departments are now fully staffed. The police department is looking at decreasing the number of bike patrol officers this summer in part due to salary issues. This year they are considering increasing the hourly wage but hiring fewer officers.

The approved minutes of the January 19, 2023, SSD meeting are included in the board binders.

**BOARD ACTION**  
**COMMITTEE MEMBER APPOINTMENT**

Director Pederson moved approval of the appointment of Lenna Kimball as a member of the Covenants Committee. Seconded by Director Burke, motion passed unanimously.

**BOARD ACTION**  
**CERTIFY SPECIAL ELECTION RESULTS**

Director Beenen moved to certify the results of the February 21, 2023, Special Election approving the Bulk Agreement with TDS and approving changes to the Consolidated Plan to conform with House Bill 2534. Seconded by Director Pederson, motion passed unanimously.

**BOARD ACTION**  
**RESOLUTION 2023-001 AMENDMENT TO DECLARATION - CONSOLIDATED PLAN**

Director Mobley moved to approve the certification and recording of the February 21, 2023, voter approved amendments to the Consolidated Plan, Section 1.11, 1.19, 2., 3.12, and 6.01. Seconded by Director Pederson, motion passed unanimously.

**BOARD ACTION**  
**VILLAGE @ SUNRIVER MAINTENANCE FEE AGREEMENT**

Director Gillies moved approval of an annual maintenance agreement as attached hereto to establish a new method of calculating such fees as permitted by Section 7.02 e. of the Consolidated Plan. Seconded by Director Mobley, motion passed with 6 yea, (Gillies, Mobley, Beenen, Burke, Pederson & Ishmael) and 3 nay (Beard, De Alicante & Hayes) votes.

**BOARD ACTION**  
**1<sup>st</sup> READING DESIGN MANUAL OF RULES & PROCEDURES**

This item was discussed at length at Friday's work session and the changes suggested at that meeting will be included in the version the Board will receive after the 60-day comment period.

Director Pederson moved approval of a first reading of the Design Committee Manual of Rules & Procedures draft revision, dated March 3, 2023, subject to the changes directed by the SROA Board at their work session on March 17, 2023. This draft was officially recommended by the SROA Design Committee at their committee meeting on March 10, 2023. The new manual, if adopted, will be replacing the current manual in its entirety. Seconded by Director Ishmael, motion passed unanimously.

**BOARD ACTION**  
**1<sup>st</sup> READING - SR RULES & REGULATIONS – SECTIONS 1.05 & 4.02**

Director Mobley moved approval of a first reading of amendments to Section 1.05 and 4.02 of the Sunriver Rules and Regulations as attached to incorporate and amend elements removed from the Design Committee Manual of Rules & Procedures as a result of the update of that document, subject to final approval of the text by the SROA legal counsel. Seconded by Director De Alicante, motion passed unanimously.

**BOARD ACTION**  
**PARKS & RECREATION MASTER PLAN ACCEPTANCE**

Director Burke moved to accept the Park and Recreation Facilities Master Plan as attached hereto.

Director De Alicante moved to amend the motion to include the words “, but do not adopt,” after the word accept. Seconded by Director Ishmael. Motion failed with 4 yea (De Alicante, Ishmael, Beard & Hayes) and five nay (Gillies, Burke, Pederson, Beenen & Mobley) votes.

Call for the question on the original motion, motion passed unanimously.

### **OTHER BUSINESS**

The Board held further discussion on the issue of the posting of an “All are welcome here” sticker at SHARC that welcomes all to the facility and which has received some fervent comments from both sides of the issue in the last couple of months including two owners who spoke at Friday’s work session as well as three letters read into the record.

President Beenen commented that as general manager, GM Lewis has the authority to say what his employees can and cannot do and the Board should not contest that. What does or does not get posted at SHARC, is in Director Beenen’s perspective something that falls under the general managers authority. The GM sets the rules within certain parameters and the Board can certainly advise and provide the GM direction but in the end, it is his decision.

GM Lewis commented that when the sticker was originally posted at the facilities it was not authorized by him and he was unaware of it until he was informed that there were people who were opposed to it and who had taken it down. GM Lewis feels that everyone is welcome at SHARC and everywhere in Sunriver and he would uphold everyone’s right to access any facility that we have. It was not the message on the sticker but the symbology that went with it. The rainbow flag has been utilized for ideological and political purposes and GM Lewis noted he is not making a qualification as to whether it is right or wrong but that’s the reality. He added that he would have absolutely no problem with posting an “all are welcome” sign at the entrance, perhaps in many different languages, but without the symbology.

GM Lewis noted we represent over 4,200 property owners that come from all over the world and represent a wide variety of nationalities, persuasions, thought processes, politics, religions, etc. It is not SROA’s position to insert themselves in the middle of that debate and instead we should focus on any message that is put out there being on the operation of the facility such as safety and the existence of the Civility Code. That is our mission and what we do and yes, people will argue with that one way or the other, but prior to this issue coming to light GM Lewis noted he has never heard a complaint that our facilities are prejudicial, discriminatory or unwelcoming and for him it has actually been the opposite.

Director Hayes noted the unfortunate complexity of this issue but feels that allowing an individual to remove a sign at an SROA facility because they don’t personally agree with it and then not holding that individual accountable is a very large statement by SROA. Additionally, there are some employees at SHARC to which that sign meant something very personal and having it ripped down is no doubt not a great feeling for them. Ms. Hayes agrees with GM Lewis’ idea of a more generic style sign that welcomes all who come to the facility, but she also feels follow-up needs to occur on how and why the sign was originally taken down. Had someone taken anything else down or from the SHARC, there would have been follow-up on that kind of behavior, and she believes that is warranted in this situation as well.

Director Beard noted she has a problem with all of it. When she goes to SHARC she sees employees that have the office with the windows adjacent to the front desk and they have all these little toys and nknaks and most of them are rainbowed. There’s a lot of kids in SHARC and while Ms. Beard knows we should be accepting of these things, she doesn’t believe they belong in a place of business. In December or January the staff at SHARC were given sweaters to wear that were rainbow sweaters. They were navy blue with rainbows across them and then it was brought to their attention not to wear them but they were all given to them, navy blue or black. Ms. Beard went on to say the facility is open to everybody and why do we have to magnify a set group versus a Jewish person or a Christian person or a Republican or a Democrat or antifa or black lives matter. Why do you have to get into those specifics and why does it have to be advertised in a public building and especially with children. It angers her a lot.

GM Lewis responded first about the removal of the sticker. To Director Haye's point, whether it was approved or not, the person who removed it was not aware of that so that was not their authority to do. Typically, what is done in a situation such as this is that the offender would receive a letter from GM Lewis educating them on the Civility Code and informing them that their actions were unacceptable and any further offense could result in loss of SHARC privileges, etc. GM Lewis believes it is appropriate in this instance to contact said owner and inform them that what they did was wrong and to cease from removing anything posted at any SROA facility going forward.

Director Pederson agrees that this is a very difficult issue, however the bottom line comes back to the fact that it was unauthorized sign on a building owned by the community as a whole and we are board responsible to that community. Someone put it up on their own choice and someone took it down on their own choice. We do want to be welcoming to everyone and as was noted yesterday, the Civility Code is posted at the SHARC facility. Director Pederson noted that it is not a very large sign and is posted on the small wall next to the Member Services office where it is not very noticeable. He wonders if it might be better to enlarge it and move it to a larger wall with a darker background, so it stands out more clearly.

Director Gillies commented he completely agrees with Director Hayes, that no matter who put it up, nobody should have been allowed to take it down, especially an owner. He does not care what their reasoning was, it was wrong to take it upon themselves to remove it. Further, he thinks it's unfortunate that it was ever put up as he has always found the SHARC staff to be welcoming. The problem is that it was put up and now it's been taken down and now we are saying we are not going to put anything up and we've taken it down because we are neutral. We're not neutral. Now we have a problem that SHARC suddenly becomes unwelcome because you have said, no that sticker is not going up here, you're now not welcome here. That's what is read into it no matter what you say, it's exactly what he read into it himself.

Director Gillies has a really hard time with this and he agrees that some type of all are welcome signs should be posted so we know that everyone is welcome again and sorry, Director Beard, but children have absolutely nothing to do with this. You cannot say that gay people are going in there recruiting children and he is beyond sick of hearing that from anybody. Additionally, employees should be allowed to have whatever color nknak they want on their desk, they're not promoting anything and it's just not fair to tell someone they can't have something on their desk because it is rainbow in color. This community is a pretty whitewashed community no matter what you want to say and we are not a diverse community no matter what you want to say. We have a few diverse people in this community, but not very many and part of that is because of issues like this where we have people who live here who don't want those other people moving here or going to SHARC or attending something at their homes or whatever, and it's very tiring. It makes people want to move away and that is sad. It really makes one feel unwelcome and there's a lot of communication here that is making him feel very unwelcome.

Director Mobley commented that kind of sentiment and emotion is what led to the adoption of the Civility Code and there is in the middle of it language that speaks to the expectation of a healthy and responsible attitude to accompany all interactions in the community. That's a good standard and we need to be cognizant of the fact that there will always be issues that divide us but the forum for that is not at SHARC.

President Beenen added that perhaps the Civility Code should be posted where the sticker was previously since it is a totally valid and authorized sign.

GM Lewis summarized noting that he agrees that the person who removed the sticker did not know whether it was authorized or not so again that could be construed as a vandalism thing and his action will

be to write that individual a letter informing them it is not their position to take down, put up, or alter anything on SROA property. As to posting anything that includes symbology such as the rainbow flag or the blue line, etc., his stance is that it will not be allowed. With regard to the Civility Code, he agrees that the code should be posted prominently in several locations throughout the SHARC facility. With regard to an all are welcome sign without any symbology he fully supports that. With regard to the employees, they have the right to think and be whoever and whatever they want to be.

Director Burke added GM Lewis has already addressed this issue with staff in regard to the necessary approvals to post something at SROA facilities. He agrees with the generic style all are welcome sign idea and suggested putting it at all of the SROA facilities. Director Gillies also believes at least a sub-set of the Civility Code should be posted on the doors of all SROA facilities.

There being no other business, President Beenen asked for a motion to adjourn.

Director De Alicante moved to adjourn the public meeting. Seconded by Director Hayes, motion passed unanimously.

The meeting was adjourned at 11:40 A.M.

Respectfully Submitted,

Scott Gillies, SROA Secretary