

Term Limits

I want to present an idea and get feedback from the community about changing our bylaws in regards to term limits for BOD members. I have been in this community for 12 years. Not a long time, but long enough to see that a change may be warranted to best meet our needs. Our current bylaws restrict BOD members to 2 terms. I feel that when we have a leaseholder serving on the BOD, and supported by the membership, it is NOT in our best interest that the bylaws disallow them to continue serving.

If we are not happy with a Board member's service, we should put up other candidates and vote them out at the end of their term. The decision should be up to **US** to decide if we feel a person is best to continue serving. After two terms, our bylaws force us to make changes that are not always in our best interest.

Because of the way our bylaws are written, it is possible that on any given year, 3 of the 5 positions will be open for new candidates. Our current rules require that every few years, we will have a very weak, inexperienced BOD. How does this best serve us? There is a steep learning curve required for several of the BOD positions, and often, it takes at least one year for new BOD members to thoroughly understand and be effective in their responsibilities.

I would not be making this presentation if we had a pool of willing volunteers every year. We want new people to serve and need new energy and ideas. I think everyone, including every BOD that has ever served, would be thrilled to have a large selection of candidates to choose from each year. **But this is not reality.** Serving on the BOD is very difficult. It requires a lot of time, it changes your life within the park and people are very hesitant to volunteer. What leaseholders see, just skims the surface of the time these people donate. Experience should be valued, and I think we need to find a compromise that **allows existing members to continue to serve while doing a better job of training and preparing those that may consider running in the future.**

I do recognize some of the conflicts involved in my request. This is why I have brought this discussion before you, so we can evaluate together if this change is a viable idea. Based on my research, term limits for HOA BOD members is becoming increasingly rare, and two terms is almost unheard of. The original goal of term limits was to reduce the possibility of a dictatorship, where a long-term member appears to rule. When you always have the same people on the board, there can be the impression that things are being run for the benefit of one person or a small group of people, as opposed to the good of all. But, by requiring frequent BOD turn-over, as we do now, people are being pressured and persuaded to serve, and some important best practices are being diluted. If someone is doing a great job listening to our concerns and managing the affairs of DBR, why would we force them out and persuade a reluctant person to take their place?

My request is two-fold. Not only do I ask that we allow current BOD members to serve longer, I would also like to see some training put into place to encourage and prepare leaseholders that may consider running in the future.

My proposal is:

- 1) Increase the term limit from two terms to three terms, or do away with term limits completely. Either would require a 2/3rds vote in favor of change.

- 2) If we adjust current term limits, we could also stipulate that a BOD member could not hold a specific job for longer than 2 consecutive terms. This would adjust voting power within the BOD.
- 3) If moved and agreed upon by the BOD at the July 27th BOD meeting, I would like to see this proposal be presented for a vote along with our 2018 budget packet.
- 4) If passed by the membership, this change would take effect in 2018.
- 5) Alternative Proposal: **In lieu of changing term limits, we could also consider allowing retiring BOD members to continue to run, only when there is an absence of other available candidates.**
- 6) I would like the 2018 BOD to consider offering a training, and cultivate a learning environment for future BOD members. I feel we need to do a better job of exposing leaseholders to the roles of the BOD, preparing them and encouraging them to run.

Thank you for your consideration,

Barb Gilger - Leaseholder

Foot Notes:

I have not done any calculations to determine how 3 year terms, as opposed to our current 2 year terms, will affect the number of seats available for future BODs.

Voting out a long term BOD member could create a lot of campaigning, people taking sides and unnecessary drama within the park. I do not want to see this occur. I am seeking an easy and peaceful resolution to an important community issue. Maybe solution #5 (above) is the best overall solution?