

Lake Medina Shores Owners Association
Closed Emergency Session Minutes
Sunday, October 29, 2023

Held within LMSOA
Bandera, TX 78003

Call to Order:

Roll Call: Chair Kenny Hagen called the meeting to order at 4:00 PM. Directors present were Treasurer, Lyn Ploeger; Secretary, Andrea Helmer and Member at Large, Leon Wehr. Vice Chair, Erin Massey, was absent.

New Business:

1. Staffing Issues: We discussed a current employee and the actions that were brought to our attention. After discussing past employment issues and current issues that have come up, we have decided unanimously to let employee go. This will be taken care of immediately. Out of respect for the employee, details will remain confidential.

2. Staffing Restructure: We have been working on updating our job descriptions for all employees and their rolls. Discussion was around how we will move forward in getting our projects to completion in a timely manner. Also repairing and maintaining our current assets. Discussion on how we can continue to make progress in the office with getting out violation letters and collecting back dues. Possibly looking at removing certain work loads from the current PM to streamline the job duties and give opportunity to focus on the more important office tasks. We will be looking at how we can modify and create more opportunity for our maintenance and road staff to be more successful.

3. Fencing At Burn/Brush Area: It was brought to our attention that we are getting a lot of unapproved dumping at our brush burning site. The landowners near there have reached out to see if they can supply what is needed to fence in the area. This has been brought to all of our staff members with no action. We will find out who actually owns what parts of the land, and what may be involved in getting that fenced in and how we can work with the landowners in and around that area.

Adjournment: Motion to adjourn meeting at 6:00 PM was made by Andrea Helmer, seconded by Lyn Ploeger, and passed.

Andrea Helmer, Secretary
LMSOA Board of Directors
Lake Medina Shores Owners Association

APPROVED

BY *Andrea Helmer* DATE: 11/14/2023

ORIGINAL