

# ELDORADO

## *at Santa Fe*

1 La Hacienda Loop  
Santa Fe, New Mexico 87508  
Office: (505) 466-4248

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### Draft ECIA Board Meeting Minutes

Tuesday, July 18, 2023

Via Zoom and In-Person in ECIA Classroom

#### Call to Order and Introductions

The meeting was called to order at 5:30 PM; held in-person and via Zoom. President Amelia Adair, Vice President Jonathan Turkle, Treasurer Joseph Gutierrez, Secretary James Herbert Williams, Directors Carol Sanguinetti, Director Mary Bonilla and Ken Howard were in attendance and quorum was met.

HOAMCO staff, General Manager Julie Navarro, HOAMCO VP of Operations Michael Franciosi, Executive Assistant Ciara Walsh, Director of Communications Jessica Neal, Operations Director Mike Rogers, Architecture and Covenant Compliance Coordinator Mark Young, and Pool Manager Logan Dutton were present.

President Adair moved to amend the Agenda to move the President's Report before the Open Forum. The amended Agenda was unanimously approved. The June 20, 2023 Board Meeting Minutes were unanimously approved as presented.

**Community Connections.** President Adair thanked and recognized the staff who worked and the residents who volunteered at the July 4 parade and party; she also thanked and recognized the members of the Volunteer Retention and Recruitment Committee who held the New Resident Welcome event on July 15.

**President's Report and Announcements.** President Adair reported the Board is attempting to schedule a town hall with Santa Fe County Fire Marshall. She addressed rumors about lifeguards and reducing the depth of the deep end of the pool. The Facilities and Grounds Committee is evaluating options for sustainable management of the pool, and no significant changes will be recommended to the Board before holding a town hall for resident input.

**Open Forum.** The following residents spoke:

- Michael Knaar, Kaye Cooper and Sue Garfitt raised concerns about the proposed AES Solar Development in Rancho Viejo.
- Omar Contreras, Robert Miller and Daniel Ruben asked questions about lifeguards and reducing the depth of the deep end of the pool.
- Kate Dauber – Asked questions about a confrontation at La Tienda's dog park (not on ECIA property).

#### Management Reports

- GM Navarro reported on seeking new bids for insurance, since our present insurance carrier has refused to allow any sports lessons (low impact lessons such as piano, guitar, yoga are acceptable). Looking for other insurance options.
- OM Rogers reported on the status of the contract for the new Maintenance Facility. Mr. Rogers and Finance Committee member Russell Winslow evaluated the bids received from installation vendors based

on the request for proposal and selected Lockwood Construction. The next step will be to negotiate a contract for Finance Committee review and recommendation to the Board.

Regarding the dog park, proximity card readers should be up and running early next week.

- A&CCM Young reported on the progress of the Architectural Guidelines update, which will be distributed for public comment soon. He reported on the number of new homes building built and the number of architectural applications.

**Treasurer's/Finance Report and County Liaison Update.** Treasurer Joseph Gutierrez reported on the status of the Financial Reports -- as of July 1, 37% of the annual budget has been spent, which is lower than budgeted. Our cash position is \$350,000 higher than this period last year. Current receivables are quite low, with only 1.9% of assessments uncollected.

County Report – ECIA's infrastructure capital improvement requests were made to Santa Fe County again this year, for the same priorities including upgrading Encantado Road and working on development of the Azul hike/bike trail.

Finance Committee (FC) Report – Mr. Gutierrez discussed financing for installation of the maintenance facility, and explained the FC's recommendation to fund it over both this year and partially in next year's budget, including devoting projected budget surplus in this year to the project.

## Motions

1. Maintenance Facility Funding. Treasurer Gutierrez moved to approve the recommendation from the FC to approve funding for the new Maintenance Facility with the following funding structure; that we use the projected year end savings of approximately \$130k and include an additional \$125k in the 2024 budget for the completion of the facility. The total cost will be about \$350,000 with approximately \$250k out of the current 2023 budget plus \$125k in 2024 which includes \$25k in contingency. The motion was approved unanimously.
2. Social Media Policy Amendment. Vice President Turkle moved to amend the ECIA Social Media Policy recommended by the ECIA Communications Director to add a bullet point in paragraph 6 which prohibits "Trolling: posts with the intent to provoke, instigate conflict, hostility or arguments", substitute the word "crude" in place of the word "uncouth" in the second bullet point, and add "or disrespect" after "Personal attacks" in the third bullet point. The amendments were approved unanimously.
3. Social Media Policy. Vice President Turkle moved to approve the ECIA Social Media Policy as amended on July 18, 2023. The Motion was approved unanimously.
4. Greenbelt Management Priorities Policy. Vice President Turkle moved to amend the proposed ECIA Policy for Management Priorities for the Eldorado Greenbelts. After discussion, Director Howard moved to table the motion on the amendment to the policy, and consideration of the policy itself, until next month's Board meeting. The Board unanimously approved the motion to table the proposed amendments and the approval of the Policy.
5. Fence Repair/Replacement. Secretary Williams moved to approve the delegation to the ECIA staff the authority to approve fence repairs/replacement projects in accordance with the limitations described in the attached Background document from the Architecture Committee. The motion was approved.
6. Variances for structures more than 15 feet from the home. Secretary Williams moved to approve the delegation to the Architecture Committee the authority to approve variance requests for structures more than fifteen (15) feet from the dwelling house following the process described in the attached document from the Architecture Committee. The motion was approved.
7. Volunteer Retention and Recruitment Committee (VRR) Charter. Director Bonilla moved to approve the revised VRR committee 2023 charter. The motion was approved.
8. Committee resignation. Director Bonilla moved to approve the resignation of Sue Daniel from VRR. The motion was approved.
9. Dog Park Rules. The Board discussed the proposed amended Dog Park Rules, and decided to review these rules further before making a motion to approve them.

**Committee Reports** (Minutes of Committee meetings may be viewed on their respective page of the ECIA website: [www.eldoradosf.org](http://www.eldoradosf.org)). Committee chairs attended the quarterly committee chair meeting on July 13, so did not reprise those reports. Director Howard announced that the Bylaws Review Committee is seeking suggestions for revisions to the Bylaws, which are due by September 15. Suggestions can be made on the ECIA website.

**Variance Requests.** Secretary Williams described the recommendations on the following variance requests made by the Architecture Committee (AC), and made the motions:

1. 2 Raudo Rd – motion to approve the variance to allow the small shed and greenhouse to be sited at distances of 25 feet and 45 feet from the dwelling home respectively, subject to conditions as recommended by the AC. The motion was approved.
2. 60 Moya Rd – motion to approve the variance to allow one sloping metal roof pitch at a 5/12 pitch be added to the home, subject to the conditions as recommended by the AC. The motion was approved.

#### **Old Business**

- Retreat Follow-up – a facilitator has been identified for this year’s board retreat. The GM will work with the Board a facilitator to schedule the retreat in September or October.
- Review of Greenbelt trail definitions & Standards – Co-chair Paul Butt commented that the Conservation Committee (CC) prepared a description of the greenbelt trails and maintenance standards for those trails, and they are working on revisions to the document.
- Proposal for staff position to manage ECIA open spaces – The CC prepared a job description for the Board and the FC to review. The GM will be sending it to HOAMCO HR for a salary estimate.

#### **New Business**

- Proposal to develop a Political Endorsement and Activity policy. Several residents made comments asking the Board to take a position regarding the proposed AES solar facility. The Board discussed formalizing the historic policy of the Board not taking positions on political and advocacy issues outside the subdivision plat of Eldorado. President Adair and Director Howard will seek legal advice and propose a policy for the Board to consider on this topic.

**Adjourn.** The Board meeting was adjourned at 8:47 PM.

The Board moved into Executive Session to discuss legal matters. The next regular Board Meeting will be held in-person at the Community Center and via Zoom **Tuesday, August 15 at 5:30 PM.**



**MOTION TO BE READ INTO RECORD  
ECIA BOARD MEETINGS**

**DATE OF MOTION:** JULY 18, 2023

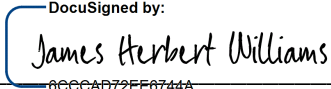
**MOTION DESIGNATION: AUTHOR OF MOTION:** Jonathan Turkle

**AGENDA REFERENCE:** Item No. 2

**MOTION: I move that the ECIA Board of Directors** approve the attached ECIA Social Media Policy recommended by the ECIA Communications Director.

**SECONDED BY:** \_\_\_\_\_

**VOTE RESULT:** \_\_\_\_ In Favor \_\_\_\_ Opposed \_\_\_\_ Abstaining \_\_\_\_ Absent

**BOD Signature**  \_\_\_\_\_  
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### Eldorado Community Improvement Association, Inc. Social Media and Social Networking Policy

Pursuant to the Governing Documents of the Association, the following Social Media and Social Networking Policy ("Policy") is hereby adopted by the undersigned, all being directors of the Eldorado Community Improvement Association, Inc. (the "Association").

**SUBJECT:** Adoption of a social media policy.

**PURPOSE:** To establish a policy to be followed that sets behavioral guidelines, standards, and expectations with respect to the use of Association-sponsored social media.

**AUTHORITY:** The Declaration, Bylaws, and Articles of Incorporation of the Association and New Mexico Law.

**EFFECTIVE DATE:** July 18, 2023

WHEREAS, the Board has determined the Association may benefit by utilizing social media such as Facebook, Twitter, LinkedIn, Pinterest, YouTube, email and other similar media platforms for the purpose of providing information concerning community events, meetings, governance, discussions, forums, community advertisement and promotion, and other related and similar information;

WHEREAS, social media is defined as media intended to be distributed and disseminated through social interaction, created using highly scalable and accessible publishing techniques;

WHEREAS, social media is an influential and powerful communication tool that may have a significant impact on the Eldorado Community Improvement Association, Inc., both positive as well as negative if not properly utilized;

WHEREAS, the Board of Directors has determined it is in the best interest of the Association to adopt guidelines, expectations, policies, and rules for using any social media sponsored by the Association in order to protect the Association's and individual homeowners' reputations;

NOW, THEREFORE, the Board of Directors of Eldorado Community Improvement Association, Inc. adopts the following Social Media Policy:

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### **Fundamental and Core Responsibility**

1. The General Manager, and their designee, the Director of Communications, shall be responsible for all social media content subject to review and revision by the Board of Directors.
2. The Director of Communications is responsible for monitoring all posts and social media content as well as generating community-related content. The Director of Communications will view all posts at least once each weekday and periodically check on weekends.
3. Those who perform the enforcement duties themselves, must have the knowledge necessary in the use of relevant social media tools to ensure consistency, quality, and treatment of posts.
4. The Director of Communications shall be the only party authorized to create new pages, groups, feeds, etc. on the Association's social sites and networks, subject to review and revision by the Board of Directors.
5. The Director of Communications shall report at the monthly Board Meetings concerning the status of the social media sites. They shall also coordinate with the Board concerning postings and information to be broadcast via the Association social media networks.

### **Use of Social Media by Association Members**

1. This policy applies to all internet activity by Association Board members, committee members, volunteers, community managers and management staff, agents and employees of the Association (collectively referred to as Association "Board, Volunteers and Staff"). It included a non-exhaustive list of the Association's expectations related to Board, Volunteer and Staff use of any kind of social media.
2. Association Board, Volunteers and staff are accountable for what they post and responsible for any online activity conducted with an Association email address, and/or which can be traced back to the Association's domain, and/or which uses Association computers or other technology assets. Therefore, Board, Volunteers and Staff are expected to use the same sound judgment used in any business-related communication when interacting online or on behalf of the Association.
3. The @eldoradosf.org address attached to Association Board, Volunteers and Staff implies action on the Association's behalf. When using an Association email address or Association assets to engage in any social media or professional social networking activity, all actions are public, and all Association Board, Volunteers and Staff will be held fully responsible for any and all such public activities.

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4. Association Board, Volunteers and Staff must differentiate personal and Association identities. If not working, or not using Association email address or Association social media accounts or assets.
5. Association members in good standing may post comments and information in relation to the pages, groups, feeds, and other information created by the Board of Directors (or its Designees), the General Manager, and the Director of Communications.
6. Posts containing any of the following items are prohibited and are a violation of this Social Media Policy:
  - Trolling: Posts with the intent to provoke, instigate conflict, hostility, or arguments
  - Vulgar and crude language
  - Personal attacks, or disrespect, of any kind against any person
  - Comments or content that promotes, supports, or perpetuates discrimination
  - Spam or links to other sites (e.g. promoting your own product or service)
  - Infringements on copyrights or trademarks
  - Advocating and promoting illegal activity
  - Promotes products, services, or political organizations
  - Inappropriate images such as – but not limited to – pornography
  - Personally identifiable and distinguishable medical information
  - Material or information that may compromise the security, safety, or proceedings of any legal action relating to the Association

The Association reserves the right to remove any content which the Director of Communications, in its sole discretion, deems harmful or inappropriate to the Association or any individual subject to review and revision by the Board of Directors.

### **Content Management**

Any posts in violation of this Social Media Policy may be deleted and removed by the Director of Communications. Subject to review and revision by the Board of Directors.

In the event any content is found to violate this Policy, the person posting such content will be subject to appropriate enforcement action in accordance with the Association's Enforcement Policy, which may include a violation notice and opportunity for hearing, temporary or permanent suspension of the rights to participate in the Association's social media site(s), or legal action.

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### **Amendment**

This Social Media Policy may be amended, supplemented, or repealed from time to time by the Board of Directors.

### **PRESIDENT'S CERTIFICATION:**

The undersigned, being the President of the Association, certifies that the foregoing Resolution was adopted by the Board of Directors of the Association on July 18, 2023 and in witness thereof, the undersigned has subscribed his/her name.

By:

DocuSigned by:  
*Amelia Adair*  
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\_\_\_\_\_  
President

Print Name: Amelia Adair





**MOTION TO BE READ INTO RECORD  
ECIA BOARD MEETINGS**

**DATE OF MOTION:** 18 July 2023

**MOTION DESIGNATION:** Delegation of authority to approve fence repair/replacement to ECIA staff.

**AUTHOR OF MOTION:** James Herbert Williams, Architecture Committee Liaison

**AGENDA REFERENCE:** Item No. 4

**MOTION:** I move that the ECIA Board of Directors approve the delegation to the ECIA Staff the authority to approve fence repair/replacement projects in accordance with the limitations described above.

**SECONDED BY:** \_\_\_\_\_

**VOTE RESULT:** \_\_\_\_ In Favor \_\_\_\_ Opposed \_\_\_\_ Abstaining \_\_\_\_ Absent

**BOD Signature**  \_\_\_\_\_  
DocuSigned by:  
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## **ELDORADO COMMUNITY IMPROVEMENT ASSOCIATION, INC.**

**TITLE:** Delegation of Authority to approve fence repair/replacement to ECIA staff

**BOARD PROCEDURE NUMBER:** 2023.07.18-2

**DATE OF PROCEDURE APPROVAL:** July 18<sup>th</sup>, 2023

On July 18, 2023, the ECIA Board of Directors approved the delegation to ECIA staff the authority to approve paint, stucco, and roof colors.

Current GUIDELINES FOR PROTECTIVE COVENANTS AND BUILDING RESTRICTIONS FOR ELDORADO AT SANTA FE, dated April 20, 2017, requires Architecture Committee approval for any “vertical” work on a property in Eldorado.

Authority for approval of paint, stucco, and roof colors has been delegated to the ECIA for many years. Each of these approvals are documented as a part of the consent agenda in the subsequent Architecture Committee meeting.

### **JUSTIFICATION:**

This motion follows the precedent previously established when the Board delegated authority for approval of paint, stucco, and roof colors to the ECIA staff. The ECIA staff has demonstrated good judgment when exercising their delegated authority such that this additional proposed delegation of authority is justified. Approval of this motion will allow the ECIA staff to expeditiously approve affected projects, thus benefiting community residents while simultaneously improving Architecture Committee and Board efficiency.

### **LIMITATIONS:**

Provided there are no setback violations or variances, fence projects approvable by ECIA staff shall be limited to projects that repair or replace an existing, previously approved, fence with a fence in one of the approved styles, per the current architectural guidelines. To be eligible for staff approval without Architecture Committee review such projects must maintain the existing fence line. These approvals will be documented as a consent agenda item on the agenda of the next Architecture Committee meeting. If, at any time during the process, the ECIA staff does not feel a project meets these criteria they will forward the project to the Architecture Committee for review at the next regularly scheduled meeting.

NOTE: maintenance of an existing fence does not require project approval.



**MOTION TO BE READ INTO RECORD  
ECIA BOARD MEETINGS**

**DATE OF MOTION:** 18 July 2023

**MOTION DESIGNATION:** Delegation of Authority to approve variances for buildings more than fifteen (15) feet from dwelling house.

**AUTHOR OF MOTION:** James Herbert Williams, Architecture Committee Liaison

**AGENDA REFERENCE:** Item No. 4

**MOTION:** I move that the ECIA Board of Directors approve the delegation to the Architecture Committee the authority to approve variance requests for buildings more than fifteen (15) feet from dwelling house following the process described in the attached process document.

**SECONDED BY:** \_\_\_\_\_

**VOTE RESULT:** \_\_\_\_ In Favor \_\_\_\_ Opposed \_\_\_\_ Abstaining \_\_\_\_ Absent

**BOD Signature**  \_\_\_\_\_  
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## ELDORADO COMMUNITY IMPROVEMENT ASSOCIATION, INC.

**TITLE:** Delegation of Authority to approve variances for buildings more than fifteen (15) feet from dwelling house

**BOARD PROCEDURE NUMBER:** 2023.07.18-1

**DATE OF PROCEDURE APPROVAL:** July 18<sup>th</sup>, 2023

On July 18, 2023, the ECIA Board of Directors approved the delegation to the Architecture Committee the authority to approve variance requests for structures more than fifteen (15) feet from dwelling house following the process described in the below process document.

Current GUIDELINES FOR PROTECTIVE COVENANTS AND BUILDING RESTRICTIONS FOR ELDORADO AT SANTA FE, dated April 20, 2017, contain several references to the requirement for buildings to be located within fifteen (15) feet of the primary dwelling house. The references are highlighted below.

### 7. PERMANENT SHADE, PLAY, SMALL STORAGE, AND SIMILAR STRUCTURES

7.4. Small Storage Structures, less than 75 sq. ft. in size and 8 ft. in height, may be made of resin, metal or wood and shall be earth toned in color (similar to the homes stucco color) and shall be adequately screened by a fence, wall, vegetation or the home **and located within 15 feet of the home**. Structures larger than 75 sq. ft. in size shall be classified as a small or large accessory building and subject to the requirements in Section 8 and 9 of these Guidelines.

### 8. LARGE ACCESSORY BUILDINGS

8.2. The guidelines for all large accessory buildings are as follows:

8.2.1. **Shall be sited within fifteen (15) feet of the dwelling house.**

### 9. SMALL ACCESSORY BUILDINGS

9.3. Limitations and Requirements:

9.3.1. **Shall be sited within fifteen (15) feet of the dwelling house.**

9.4 Small Accessory Exceptions:

9.4.1. A small accessory building matching the color, style and material of the residence is not subject to the screening requirement and is not to exceed ten (10) feet in height. The elevation of the accessory building shall not be higher than the adjacent part of principal dwelling; **shall not be more than 15' from the principal dwelling.**

**JUSTIFICATION:**

This Procedure follows the precedent established in 2022 when the Board delegated authority for approval of setback variances to the Architecture Committee. Since that delegation the Architecture Committee has demonstrated good judgment when exercising their delegated authority such that this additional proposed delegation of authority is justified. Approval of this motion will allow the Architecture Committee to expeditiously approve affected variance requests thus benefiting community residents while simultaneously improving Board efficiency. The process the Architecture Committee will follow to approve these variance requests does not limit or otherwise restrict a resident's ability to request Board review of any Architecture Committee decision related to this delegated authority.

**MOTION TO BE READ INTO RECORD  
ECIA BOARD MEETINGS**

**DATE OF MOTION** 7/18/2023

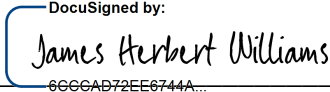
**MOTION DESIGNATION: AUTHOR OF MOTION:** Mary Bonilla

**AGENDA REFERENCE:** New Business Item No. \_\_\_\_5\_\_\_\_

**MOTION:** I move that the ECIA Board of Directors,  
Review and approve of the VRRC committee 2023 charter document.

**SECONDED BY:** \_\_\_\_\_

**VOTE RESULT:** \_\_\_\_ In Favor \_\_\_\_ Opposed \_\_\_\_ Abstaining \_\_\_\_ Absent

**BOD Signature**  \_\_\_\_\_  
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## **Charter for the Eldorado Community Improvement Association Volunteer Retention and Recruitment Committee**

### **1. Committee Name:** Volunteer Retention and Recruitment Committee (“VRRC”)

### **2. Vision and Mission Statement**

The VRRC’s vision is for the ECIA to have exceptionally engaged, caring and talented volunteer leadership at all levels of the organization. The VRRC’s mission is to improve the quality of the ECIA’s volunteer leadership, by developing a set of best practices and strategies for attracting, supporting and helping retain volunteers for ECIA committees, task forces, events and special projects, and Board nominees.

### **3. Working Procedures**

- The VRRC will function by holding public meetings, and holding or participating in events, training, and other outreach activities. It will develop and maintain a database or other system to keep track of current and past volunteers and will establish standards for best practices in volunteer recruitment, education, mentoring and leadership development.
- The VRRC will hold meetings as frequently as necessary to achieve its mission, not less than quarterly.
- Meetings will have agendas and minutes posted as required by ECIA policy.
- 50% of members will constitute a quorum.

### **3. Level and Scope of Activities**

The VRRC will support the ECIA Board by identifying the Board’s goals for each committee, task force, event or project. In collaboration with committee chairs, the VRRC will identify and seek to recruit new volunteers to achieve those goals, including but not limited to outreach to new residents. The VRRC will help recruit qualified potential board nominees and help guide them through the nomination petition or appointment process. The VRRC will also seek to improve retention of current qualified volunteers by identifying barriers to their continued engagement of the ECIA.

### **4. Committee Membership and Responsibility**

- Number of members and qualifications. The VRRC will be composed of at least three members, who must be Members in Good Standing (MIGS) of the ECIA as defined in the Bylaws. There is no upper limit for the number of members.
- Desirable members. Ideally some members will have a deep background with other organizations in the Eldorado area and past service to the ECIA. For example, members of the VRRC might include one or more past ECIA board members and current or past committee chairs, Eldorado Community School PTA or School Board, and those who have participated in other local non-profit organizations such as the Community Garden, Eldorado 285 Recycles, Eldorado Hiking Group, Cactus Rescue Project, Eldorado Arts and Crafts Association, etc. New ECIA members and others are also welcome.
- Officers, subcommittees and other leadership roles. The VRRC will nominate two committee

officers, a chair and a secretary, or co-chairs. The VRRRC may establish other leadership roles by a majority vote of its members, for example, for an event coordinator and an “ambassador” to welcome new ECIA Members. The VRRRC may establish subcommittees to achieve its mission.

- Attendance. Members must attend at least half of all regularly scheduled meetings in any one year to maintain their membership in the VRRRC. If a member finds they can no longer attend meetings regularly, they will be asked to resign to allow the committee to continue to meet quorum. However, given the other volunteer commitments these members will have, the VRRRC does not expect all members to be able to attend all meetings. Excused absences are not necessary.
- Tasks that members need to do:
  - Develop and maintain a database of past, present and potential future volunteers.
  - Suggest and reach out to potential qualified volunteers.
  - Speak with committee chairs and the Board about volunteer needs and Board goals.
  - Maintain a page on the ECIA website, and write articles for Vistas periodically, among other outreach opportunities.
  - Welcome new ECIA members and let them know about volunteer opportunities.
  - Help chairs develop “job descriptions” for their committees.
  - Hold events to orient new ECIA members, attract and train new volunteer leaders.
  - Before Board vacancies arise, develop a system for identifying, mentoring and assisting qualified Board candidates through the nomination or appointment process.
  - Conduct “exit interviews” with departing volunteers and Board members, and share opportunities for improvement with committee chairs and the Board.
  - Develop a set of best practices to improve volunteer recruitment and retention.

## **5. Resources Required for the Committee to Perform its Work**

The VRRRC requires the following resources:

- ECIA staff support by: providing names, contact information and roles (for example, dates of other committee appointments) of past and present ECIA volunteers, and contact information of new members
- assistance maintaining a database or other method of keeping track of those volunteers;
- reasonable budget, plus staff support for set up, tear down and marketing assistance for events;
- printing of hard copies of marketing materials, training information and other material
- assistance maintaining online resources such as a page on the ECIA website.

## **6. Code of Ethics and Conduct**

- Conflict of Interest. Committee members are expected to avoid conflicts of interest on issues before the committee. If a conflict exists, the member should disclose it and recuse themselves from any vote concerning the issue.
- Conduct in person and online. Committee members are expected to conduct themselves in a courteous, professional manner when communicating with Board Members, fellow committee members, ECIA Staff, outside contractors, Eldorado residents and other members of the public, including in electronic communications and on social media.



- Democratic process and social media engagement. If a member disagrees with a committee decision, they may ask that their dissent be included in the minutes, or they are welcome to resign. However, members are expected to publicly support all committee decisions. Although committee members are appointed representatives of the Board they are not spokespersons for the Board or their committee unless so appointed by the committee. Consequently, it is recommended that committee members refrain from discussing committee or board actions on social media; however, if they do so, they must make it clear that they are expressing their personal opinions and not that of the committee.
- Consequences. Committee members who violate this policy may be subject to disciplinary action, including, but not limited to censure, removal as committee officer, or removal from the committee by the Board of Directors. Members serve at the pleasure of the Board and may be removed at any time for any reason.

| Approved:

DocuSigned by:  
Amelia Adair 7/31/2023  
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Board President Date

DocuSigned by:  
Kathy R. [Signature] 8/2/2023  
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Committee Chair Date