

## Westgrove Pack Board Meeting 6/12/2019

In attendance: Anne Street, Jeff Pandin, Melissa Pandin, Megan Kesling, Emma McAlary, Mark Thomsen

Meeting starting at 6:30pm

Marissa moves to remove the chair and Melissa seconds.

Jeff moves to give the table to Melissa at temporary chair. Marissa seconds.

Jeff pointed out that personnel matters are usually discussed in executive session off the record. Mark asked for the discussion to be taken down word-for-word.

Discussion transcription follows:

Melissa: All right, I mean we've talked about it. I as your vice chair don't feel like I can work with you because I feel like there is a lack of trust between us.

Mark :Ok...okay do you want to elaborate on that .

Melissa : No, I think that's fully explanatory, self explanatory.

Mark: Ok, you're one person out of, I don't know, six of us. Does anybody else have any comments they'd like to make?

Anne: Well, I think this is the most serious thing that any board ever does and I think it's tremendously upsetting to the organization, so I think before anybody votes everyone should speak publicly about their own opinion.

Mark: I think that's a great idea.

Anne: And I reserve the right to go last.

Mark: What, shouldn't I get to go last?

Anne: Well, you can go last.

Mark: Oh ok. Haha.

Marrisa: Sure, I'll go second. I agree with Melissa-the lack of trust has been there. You and I have talked about that. I've showed examples to you of where there are communications that have happened that when we've voted in meetings, we've had conversations in meetings and we've seen correspondence that contradicts what the decision was in the meeting. Um, we've just had examples of that this week.

Um, your response to that was that we the board have been creating more work for you because we want to be involved in more conversations to which I pointed out that there were other areas that you weren't listening. You were hearing what we had to say, but you weren't listening and that caused miscommunication, not with just you and the board members, but you and the board as well. And for me, I can serve with someone and disagree with them and that's fine. Um, we are a voting board. I am not the majority person, but I won't serve on a board where people aren't heard, where they are not listened to, where they are not respected regardless of what those disagreements are and I also won't

serve with a chairman who takes those decisions and skews them uh, and when the board pushes back and is offended by the board pushing back and sees that as more work on his part. To me, that's not, that's not good communication, that's not effective leadership and I can't continue to serve on a board or with a chairman that conducts themselves in that manner. And you and I have talked about that.

Mark: Ok, can I ask a question? If you can...so let me make sure I understand. You think that I am just stating positions with the county whatever I want and leaving you guys in the dark and I'm not being transparent? Is that the accusation here?

Marissa: Yepp, from my perspective, yes.

Mark: Can you cite any examples of where this would be evident to somebody outside of this room?

Marissa: I mean, that's part of the problem. None of us know what we don't know, but what we do know is that we get emails with last minute decisions that need to be made right now, now, now and then we find out there were conversations that were had prior to that that had the board been part of those conversations, had the documents or not the documents, had the conversations been remembered properly then we wouldn't have had to have the email thread in the first place. We wouldn't have had the conversation for the third, or the fourth or fifth time in last minute emails.

Mark: So, I'm gathering from you, it sounds like you're just upset because it was inefficient rather than just false information.

Marissa: No, Mark. That's, that's unproductive communication. It's not....

Mark: So, I guess you just confirmed. It's "unproductive," which is the same as inefficient.

Marissa: And the board has addressed that with you multiple ways and multiple times. And it hasn't gotten better until when you started to realize that most of the board was....there was a lot of anxiety, there was a lot of emotion at meetings and our meetings started to fall apart and become unproductive.

Mark: So, what example would you like to cite for the record?

Marissa: I just did.

Mark: No, I mean specifics. You're just talking abstractly.

Marissa: No, I just cited one when I first started talking.

Mark: What was that?

Marissa: So you and I have talked about this multiple times.....

Mark: Ok, that's fine. If you don't want to provide an example...

Jeff: Well, let me take a turn because I've got some specifics.

Mark: Ok.

Jeff: Alright, according to the bylaws the chairman technically has three jobs.

Mark: Ok.

Jeff: First job is to be a part of the board--one of the members of the board....

Mark: Right. Yeah.

Jeff: ...Ah, participating in discussions and working with the other members of the board to reach consensus. I don't think you do a very good job at that. Uh, you don't typically participate very much in meetings. Um, you don't..and when you have things that you know you want to do or things that you want to happen, rather than sort of bringing them forward and selling to the board and making a case and then getting agreement, you tend to want to, you know, not talk about it. And then if things, the discussion, seems to go in a different direction, what you seem to do most often is to try to make things less specific, less precise, so that whatever you think is the right way to go is in the mix even though it hasn't really been agreed on.

Um, the second job of the chairman is to, um, preside over the meetings. Now that is a tricky thing because you are participating in the discussion, but also making sure that the discussion is efficient and going in a proper direction and everybody has a chance to speak and that kind of thing. You're not very good at that. Meetings get announced and there is a particular thing that it is supposed to be about and then when we get to the meeting there is a whole different agenda and the things the meeting is called for are no longer even on that agenda. And a lot of stuff gets discussed outside of meetings. You've got a really, really bad habit of wanting to do things with side conversations to individual board members rather than bringing them up in a group setting where everyone can be on the same page.

For me, that creates a tremendous drain of my psychic energy. Over the last 40 days I have spent more hours on dog park stuff than I really should have had to between being in meetings, being in meetings after meetings where we sort of talk about what went wrong in the meeting, dealing with emails outside of meetings. It's too much and it is not productive because we are doing a lot of wheel spinning and we aren't making particular progress.

The third job of the chairman is to communicate decisions to the Park Authority and communicate the Park Authority's positions back to the board. I don't think you have been doing a very good job at that and my evidence for that is the most recent email from Todd. We spent at our last meeting for two hours talking about the MOU in great detail. Uh, we went through the changes we wanted to make to their draft and the reasons we wanted to make those changes. We laid out a detailed rationale for each of those. We talked about the negotiating strategy for if there was pushback and we pretty much wrapped everything up in a nice, neat bow and left it to you to sort of present that to Todd and get the thing done.

Mark: Right.

Jeff: And as far as I can tell from that email, even though that meeting was an urgently called meeting, because we just had the two hour meeting the day before and we were told that we had to meet the next day because we really needed to get this done, and everyone said "Ok, It's the MOU. It is one of the most important things we are doing, we'll get it done." As far as I can tell nothing happened with that for over a week and then when you did communicate that to Todd you just sort of sent the draft without any of the rationale, without any of the reasons and oddly enough that created a tremendous amount of confusion from Todd. He didn't know why we were wanting what we were wanting. I think some of it he was misinterpreting and that, you know, that's not good.

There is a reason why we spent two hours going over that stuff and I don't know if you weren't listening. I don't know if you didn't understand, but, you know, your job was to walk out of that meeting with all that information so that you could take it to Todd.

Now the last thing; is this email that I got yesterday. Seven-thirty yesterday morning, you sent an email to Todd telling him that I would be communicating with him about turf management. You never mentioned a word of that to me before you mentioned it to Todd. You know or you should know because we've had discussions about this that I don't read emails when I'm at work. I didn't even see

that email until ten hours later. I don't even know how Todd feels about "Jeff is going to contact you and ten hours go by and Jeff hasn't contacted you." I didn't think I could get a hold of him at five-thirty and I didn't really want to call him because I didn't know what the hell I was supposed to talk to him about. We hadn't communicated about that before hand.

And it is really not appropriate to be, you know, just randomly throwing people into that relationship. The whole reason the by-laws say that the chair talks to the Park Authority is so that we have a single point of contact. Um, it is not suppose to be..we're not supposed to be rolling the whole board in there. It doesn't mean you get to make the decision about what is going to be transmitted to the Park Authority. It means you're at the meeting, you're part of the meeting, you help make the decision and then you take the decision to the Park Authority. You talk to the Park Authority and then you bring their communication back.

As you probably know, I have a serious problem with the fact that you don't share communications. Uh, the one that you shared the other day that was from May 21st-- the one that you did not share with us the night of the MOU meeting because you thought it would set something off that was bad--it actually wouldn't have. If I had had that memo the night of the meeting for the MOU I would have been a lot less concerned because that was the first time I ever heard that Todd wants to put down a "light covering" of stone dust. All this time we have been talking about stone dust in the north end it has been a point of contention it's because I thought it was six inches of stone dust. If he has been thinking all along that it was only one inch of stone dust then we had a lot of problems that we don't really need to have.

And if I had known when we were doing the MOU stuff that it was one inch of stone dust then I would have probably proposed that we put that in the MOU as that it would be perfectly cool with us to put one inch of stone dust in the north end. We didn't have the opportunity to do that because we didn't have that information. So, you know, I don't really want to drag this out any longer than I have to, but there are some specifics. So, that is kind of what my decision is based on.

Mark: Um, ok. Uh. Do you know...believe that the meetings have gone off track solely because of me?

Jeff: I think it is the job of the chairman to keep meetings on track. If meetings go off track it is because the chairman isn't keeping them on track.

Mark: I agree with you in an ideal world, but do you really think... What happens if I did that? Do you think that would land with everyone else here? If I said, "Jeff, please tamper down. We need to stay focused.?"

Jeff: We've had a couple of meetings where Marissa has done that and it's worked just fine.

Mark: Alright. Ok. Alright. Fair point. I don't know if I agree, but ok.

Marissa: Anne does it. Melissa has done it. Jeff has done it.

Emma: Liz has done it.

Marissa: I mean we are all here, we're all people and we're happy to keep each other in check..

Mark: Based on what you've just told me you perceive me as a top down kind of guy. So, I think that if...

Marissa: You're gonna have to elaborate on that.

Mark:...meaning, I see myself as your boss than rather than the chair or member of this board.

Marissa: That is how you treat us. So yeah.

Mark: So if I said that to you, given that perception that you have of me it will not land on you like it lands if Anne said it to you.

Marissa: Yes, it does. because, again, it has come to the trust and respect that Anne had already built with the people that are on the board. The same that Jeff has built that. The same the Megan has built that. The same as Emma. The same as Melissa. I was new to the board too and I had to build that trust and respect. Trust me. The first time i disagreed with someone on a board, the first person that I got daggers from was Anne. And it was because, you know, it was because, Anne, she didn't know where I was coming from. So, it took time. It takes time to build those relationships. Storming, norming , performing. That's the cohesion of the group, it's....

Mark:...yeah, yeah, yeah.. I get all that. I get all of that...

Jeff: It's to the idea of the chair's two roles at meetings. And it's difficult, it's hard...I don't...

Mark: It's very difficult with you guys. Especially, given your attitudes towards me. So I've tried..

Jeff: ..but, but....part of it is

Mark: ...to be more passive...

Jeff: ...part of it is...

Mark: ...part of what you are blaming me for...

Jeff: ...if you participate as an equal in the discussion...

Mark:...mhmm, mhmm..

Jeff: And then as the leader when you are sort of telling people to shut up and move on and this and that...you have to do that in a way that's completely fair and not in a way that is pushing one particular point of view. If you can do that I think it works. But, if it seems to be pushing a particular point of view..trying to steer the discussion in a particular direction ..

Mark..right..

Jeff:...that's when it's a problem.

Mark: And personally I don't think I've ever done that. I'm sure you guys violently disagree. Um, really I would say if you guys thought I tried to push anything it is really trying to get a census on what I thought was the logical conclusion of where you guys went. I go back to when we were here last and that table and I told you guys what Todd was presenting and it sounded like that's what was ok. There was no objections. So, I didn't say "Hey, Todd. That's what we want to do." But, I thought that was the position of the board. Obviously...

Jeff: Well in the first place, you missed some things in making that assumption.. Second place, even when it should have been clear to you that that was not what we thought you were still kind of arguing and pushing back...

Mark: I disagree...but that's fine.

Jeff:...and sanding the gears and bringing it up at the general meeting like that was still an open thing. I took that to mean that the board had made a statement that you did not agree with and so you were not understanding it, even though everyone else on the board clearly understood where we were.

Mark: I think I know where you guys are. I'm just going to say one final thing. Unfortunately, you guys have some film your lenses and if you choose to remove me tonight, I get it. Ah, I just think ...yeah.....

Marissa: Mark, do you think this was an easy decision to come to?

Mark: I think no. But at the same time, I don't think-- I wanna believe, at least my heart tells me, you guys aren't looking inward. You're not looking at maybe the stressors being placed on me. Some of the discussions are causing me stress as well. Do you really think I'm trying to push an agenda that is solely...Do you really think I'm trying to misrepresent your positions to the county? I mean...

Emma: I guess I'll say that my perception is that I've been in so many meetings where, even with, I don't know, with Chrissy. We were all on the same--I thought we left all on the same page and I had the same understanding when I would talk to anybody and then we would get a completely different response from you. And maybe not completely, but it was not what we agreed on and I even had to raise my hand in the general meeting, which I know was not great, but I was like that is completely different from what we talked about and it's consistent. That's my perspective---I don't have---because they already said most of it.

Mark: And I'll say, um, you know, I, uh, uh. Your meeting minutes are evidence of...

Emma: They used to be fine...

Mark....are not...fully reflecting...

Emma: ...I used to write down every single thing a person said, but you told me you didn't want that and I'm like "Ok" and you made me feel like that I sucked as a secretary. And you still do that from the comments I've heard you say to other people. And the final straw was when you sent that hotdog friday night one insinuating that they take the money and then we heard you say to something like, "I hope they didn't charge you," to somebody there. And I was like "Ok, uh uh."

Mark: That is bluntly false, but ok. I don't think you're gonna believe anything I say now.

Emma: And now it is so broken and I don't think it can be fixed even if we ..

Mark: ..Yeah, I know. I get that. I'm just warning you guys, unfortunately, if you make this move you're gonna put the jeopardy of this relationship with the county. It is gonna cause some problems.

Marissa: Why?

Mark: I'll just leave it at that. So why don't we make the decision.

Jeff: From the tone of Todd's email we've already got problems.

Emma: Yeah, we've got problems. It's like everything is in disarray. The communication is just broken.

Marissa: And if you want us to elaborate on this. Why do you suddenly think that this would only survive with you.

Mark: I don't think it would survive with me. And it's my ...

Marissa: Well, that is what your statement implies.

Mark: ..It is my impression that the root cause of this is that you guys don't see me as one of you.

Emma: That's not...no, I started on the board late and I wasn't friends with any of these people. I knew them from the park. I know that is how you feel, but I'm in the same position as you were and I would come to the meeting not friends with them, but I understand what they are saying ,you know, I don't know how to articulate that. But, I don't think that is valid.

Mark: Well, I mean. Let me just express it anyways. I think, when we were here at Anne's last time. You know, I used, I communicated the county's position using words and behavior that seemed open and favorable to, maybe, their position and that was totally 180 degrees of what you guys wanted me to do. Right. And I think from there is planted seeds of distrust and then everything moving forward from that point--I wouldn't say you didn't trust me, but I had to prove to you, right. So, now there is a loss of trust. "What does he mean? Everything he is holding back from the county because he is pushing their agenda." Right? Um, Maybe, that is not as true as I would I'd like it to be, but I feel that's gotta be true in some of your minds.

Marissa: Mark?

Mark: Yeah.

Marissa: You do know the problem started way before that. Right? Way before that meeting.

Mark: Yeah. Ok. I heard that. It started in October.

Marissa: Your board has been--I reached out to Anne, someone I respect and we don't always see eye-to-eye. And I reached out to her to say "Am I off base? Am I crazy?"

Mark: With regards to what?

Marissa: My reaction to some of the things you would have to say.

Mark: Like what?

Marissa: Um, How you conducted yourself via email. How you interacted with, um, How you would acknowledge certain opinions, but not all of them. People would try to participate in the meetings and they weren't ever heard. And you would get frustrated by the amount of dialogue in our conversations. You would get frustrated by people asking you questions. Um, you would get frustrated by people wanting to know more information....and you were like "that doesn't matter." .....

Mark: You know what...I will acknowledge that to Jeff's point. If I was showing frustration that was probably to the point where I was like what, "You know what. This is going off too far," and I was expressing frustration because we weren't being productive. So yes, those feelings were probably read correctly.

Marissa: But, again, when people are asking questions it's because they have a perception of that there is something....there is something in the back...

Mark: But at some point when you are spending 30 minutes on something that requires a five minutes discussion...

Marissa: Ok, so this is an example. Alright.

Megan: Are meetings just aren't working and I've been on this board before and we didn't need after meetings and we didn't need Robert's Rules and we didn't need that stuff.

Emma: Or the Norms document.

Megan: And I've been very supportive of trying to make this work, but the accusations about Hot Dog Friday night this week have not set well with me.

Mark: Mhmm.

Megan: And, so you putting it out into the community in any which way that those funds are going anywhere else than supplying next week's Hot Dog Friday night is not ok.

Mark: Yeah, so that's the second person that has said that. What did I say to who? I didn't say anything to anybody about Hot Dog Friday. I think the only communication I said is "Hey, I think we should be transparent on how this relationship works." And that was based on what you guys decided.

Megan: We overheard you talking to, I guess, a friend of yours that was there. I don't know, he has come a couple times, but we overheard you talking about whether or not he was charged.

Melissa: Charged.

Mark: Well I could say 110% say, that is, I didn't not say any of that and I didn't have a friend there so you guys misheard something.

Marissa: And the conversations and the correspondence in email as well implied that the funds were going somewhere else. Hot Dog Friday night has been going...

Mark: It did not, but you can choose to interpret...

Emma: But we've already talked about for years how Hot Dog Friday Night works and how...

Mark: The question is not...I have 110% confidence that you guys are giving the funds. There is no question. I'm just saying that there should probably be some transparency. That's all. This came up because...

Megan: Doesn't it show up in the budget as cash?

Mark: It was you that said these shouldn't be advertised together. You're the one who started that discussion.

Marissa: Yeah, but, you went a completely different direction from that. I brought that up because-- and I already talked to Jeff and Melissa about that too and I planned on bringing that up tonight too. If Hot Dog Friday Night is truly independent the correspondence-- and both Jeff and Melissa agree, shouldn't come from Pack email.

Mark: Mhmm.

Marissa: It shouldn't and Melissa said that I agree with you then that was my fault. This is an independent fundraiser....sorry, go ahead Melissa.

Melissa: I want you to finish your statement and ...

Megan: The focus is fellowship more than anything...



Melissa: Right and what I'm going to say here as temporary chair is that we are going way off track. Hot Dog Friday night is not the reason we are talking about removing Mark.

Megan: It's just an example...

Melissa: Right, it is just an example and I don't know if you want more examples. If so, we can keep talking ..

Mark: No, no. That's fine..

Melissa: Let's move this forward if we can. And so, I don't know if Anne wants to speak now...

Anne: Absolutely. I think, as I've said before, this is the worst thing you can do to an organization. I do not support doing it unless everything is broken and I must say the toxic atmosphere between the board and Mark--not intentionally caused by Mark at all--has gotten so far out of hand that you can sit in the dog park and the back channels discussion under the canopy is all about the board meetings between people who are not on the board. Basically, everybody dislikes everybody. That is their view of the board. I don't support this action, however, first let me suggest two possible alternatives to consider before we take a vote. We've never honestly aired these feelings out before Mark and I'm sure some of this comes as a total surprise to you.

Mark: Some of it. This Hot Dog Friday Night stuff, that's totally unwarranted.

Anne: Well, forget the Hot Dog Friday Night stuff.

Mark: That is just an example of what is being used.

Anne: That's a personal thing.

Mark: Yeah.

Anne: So on the one hand, if we think that having open and frank conversations will allow all of us to participate better going forward, do we want to give it one more month just to see if it works. That's option number one. Number two Mark. If you think it is broken and you don't think after this open and candid effort here that you could ever work with the board again you may choose to resign rather than get fired. That is an alternative to you that would be much more face-saving than going down in history as the guy that got canned.

Mark: I appreciate you proposing those two options.

Anne: So I think both of those things are things we should discuss before we go forward. That said, if the vote is to remove I will vote with the majority because I think the problem has to be solved.

Mark: Ok. So I guess I answer you on number two? I am not going to resign. I feel there was nothing--if this is truly just miscommunication I think it can be solved. I do believe that. But, I'm not sure that that is it.

Megan: The problem is that we've talked about communication over and over again. Melissa has asked you to copy her on emails over and over again. I feel like that is the same stuff over and over.

Mark: Let me kind of -I mean if we are just delaying the inevitable let's just take the vote. Because at this point I do feel like I have reasonable responses. In this case, how Melissa and I choose to communicate

is our business and not board business and if you think it is board business then there is a mistrust of me, which comes before me cc-ing her. Right. You're asking me to cc her cuz you don't trust me. So then, that decision right there...

Megan: You agreed to that in a meeting though.

Emma: Also, that is what a chair does.

Marissa: You're also assuming people's reasoning for that. It has nothing to do....Go ahead...

Melissa: I would just like this on record. Um, if you know you not resigning will cause the vast majority of the rest of the board to resign, does that change your decision?

Mark: No.

Melissa: I want it on the record that I will resign if Mark is not removed. If Mark, stays....

Mark: I don't think you need to worry about that.

Melissa: I just want it on the record because people who read these notes....I want them to know that we didn't just do this willy-nilly. This was just not, you know, "Oh well, you know, we're just playing house." This is really hard.

Emma: It is.

Mark: Yea, I know it is.

Melissa: It doesn't matter. Well, it does matter. It matters and I want the record to show that I'm willing to leave my position to make the board better which is not something you are willing to do.

Mark: I would disagree with that, but I'll just leave it at....

Anne: I can't speak for everybody, but I've heard everybody on the board voice those same opinions. including myself.

Emma: And I just wanted to address something you said about how this was the first time. I guess this is the first time we've done it as whole board.

Anne: As a whole group, yes

Emma: Each--at least three groups of us have had the same conversation.

Jeff: And I've felt like we've spent most of the last 40 days talking about communication, talking about making things go better and I don't see there has been a whole lot of progress.

Mark: I would like to point out for the record, you know that the things that this organization has engaged in, in the last six months have been far greater and far more contentious--I wouldn't say contentious--but, our engagement in the county has increased a lot. We are making more decisions. So naturally, when we are having to engage with the MOU, the MOU landed on us, we're gonna have more conversations. There is gonna be conflict. So it is natural that some of this storming is going to happen. We are not all going to be on the same page.

Anne: Well, I would take issue with the statement that there has been a lot more discussion with the county. because I lived with the man that had those discussions in your chair over the past couple of

years and he virtually, on a daily basis was talking somebody from the county. It wasn't always necessarily that he needed to report it to the board.

Mark: To clarify, I don't mean like...what do I mean? I mean conversations with the county related to an ongoing action. The MOU.

Jeff: You haven't addressed the point of why at our last meeting we spent two hours on a rationale for the changes and you didn't convey that to Todd.

Mark. Mhmm. Emma, are those rationales annotated in the meeting minutes?

Emma: I have to look. I think they are.

Mark: Specifically the one that we weren't going to close for five months. We were going to close for eight weeks instead. It was really important that I should have communicated that I totally screwed the pooch on that one. But we're ok. Then I went back in because it hit me sideways because I didn't remember that. But then I went back into the meeting minutes and I didn't see anything about that. Is that your understanding well we are getting off topic.

Jeff: You know, you **are** allowed to take your own notes at the meetings.

Mark: Right. So I guess I left....that meeting was a little while ago. Was everyone in agreement here that the park was not going to close from November to April 1st. It was just going to close eight weeks during those five months.

Marissa: Yeah, and I was under the understanding that you were going to negotiate time on one end versus the other and we were giving you the leeway--like we would go either way if we had a preference it would be this one and not the other one. But, we could go either way. That was my understanding.

Emma: That one way had more wiggle room.

Jeff: ...That April was critical, but that was not conveyed to Todd.

Mark: That was clear. That was clear in the minutes. But the eight weeks...

Jeff: Regardless, April 1st was not conveyed to Todd.

Mark: If Todd sees November 1st to May 1st. That is five months. Right, and he is like "You can't close the park for five months."

Jeff: Right. It was your job to tell him that what we really needed was April and that we didn't need November.

Emma: They could have November.

Jeff: And we don't need December and we don't need January.

Emma: And you were adamant about April being the seeding month and closed because we would have warmer weather.

Jeff: Right. We had an extensive discussion about the importance of April.

Mark: Is that clear in the minutes?

Melissa: Is this furthering our topic of discussion.

Mark: No, no. You guys should just take your vote.

Marissa: I think there are--it sounds like there are three motions on the floor because Anne brought up two other options. Right.

Mark: Should I respond to her first one? I responded to her second one. If it is truly just miscommunication I do believe we can fix it assuming we could all step out and be clear about our emotions and kind of put them aside. I think we could come out and do it really well. But, that is me. I know it sounds like some of you guys are totally upset so I respect that.

Jeff: I want to say for the record, for me this is not personal. You're a fine guy. You're a good hard worker in the park. You like your dog. You like everyone else's dog. You love the park. I don't think you are deliberately trying to cause a problem. I just think that your skill set is not well suited to this position.

Mark: Ok. Ok.

Jeff: So that is what my decision is based on.

Mark: Have you ever expressed that to me before?

Jeff: Yes.

Mark: Ok, I don't remember, but you have given me some feedback at which I have taken into account and changed my behavior. But, I guess it wasn't enough and that's ok.

Emma: So I will concede that...The only sentence about November is that Mark says Todd implied there was some flexibility on the November closing. But, I've been having a lot harder time taking notes than I have ever had before.

Mark: Well that is natural, because we are really trying to get an understanding of what people are saying.

Emma: But, I used to take every single sentence--almost every single sentence to show the thought process of our decisions. Then I was told not to and it is so much more not on track than we used to be. We go from one topic to another not linearly per the agenda. I've said this before that it is much harder taking notes than before. At first, I didn't want to record them, but then I felt like we should.

Mark: You know, Emma I would say unfortunately...I don't want to express this because this would probably..you let me have the impression that, that I was ...You acknowledge that it wasn't easy to chair the meeting and it wasn't necessarily my fault that you were having trouble taking meeting minutes.

Emma: I mean everybody talks over everybody, yes. But that is when you go "Stop guys." I've even had to in a meeting say "Excuse me, he asked a question. Can we address that conversation before we move on?" I've even had to do that. I remember Liz did it as some points.

Anne: You shouldn't have to because you're not chair.

Emma: It is really hard to even discuss and take notes...

Mark: You know what is odd...

Emma: But, nobody had a problem with my meeting minutes for the first year of me being secretary because I just got it all.

Mark: And I think to that point...

Emma: And I just want to say I haven't changed anything because I know you said the words, "Playing games," and that really offended me, but we've talked about that. We've gotten past that. There is no games being played. I just want to reiterate that. 100%. No meeting minutes are being changed on my end, but they used to be more pages long because I'm a thorough person. I just want to make every single thing and thought process is out on the page like I did before. But I was told to make them shorter.

Mark: I want to offer you and maybe the public some reason why I thought that is that one day I read the meeting minutes and at the very first line it was something about Marissa and Chrissy didn't want or did not approve the county ...and that was not discussed. It wasn't discussed first so it has to have been placed there..

Emma: I have never place anything...I promised you.

Mark: Well I apologize. It seemed quite odd and to my point even Melissa said it looked a little odd. So anyways, what I'm trying to do here is offer reasonable, you know, responses to you guys. But if you think that I...if you honestly believe that ..especially based on my behavior now...if you honestly believe that I know better or I'm not representing your interests well....and the odd note is that I'm actually known for running good meetings at work and now you're saying it here. I agree. It is upsetting to me. But, **ff if** that is a reason for removal that is fine. Um...

Emma: Can I just put out there? Maybe you're over taxed--spread too thin. I don't know because I don't know your life.

Mark: Well it's that and there are a lot of strong opinions on the board.

Emma: Oh yes, there's a lot. I'm like the least strong...

Mark:And everyone wants to have a say and Marissa I have the impression from you that it is important for you to feel heard. When you don't feel heard you get upset. Evidence of this is you walked out on this particular meeting. I was like, "What just happened?" I'll just leave it at that. Are you saying it is not important for you to feel heard.

Marissa: No, Mark. After that meeting, after I walked out, did you ever call me or try to talk to me about that and find out why? You can ask anybody here why I walked out of that meeting. It had nothing to do with me. It had everything to do with how you were interacting with the rest of the board members and how you were disrespecting them and their opinions. I could care less about mine...

Mark: What is my interaction, let's say, Anne.. why does that give you so much pain that you walk out? Anne can tell me if I'm disrespecting her.

Anne: I can just smack you if you treat me badly. Hehe.

Mark: Why do you have to be kind of paternal in a way and say "I'm going to walk out."

Marissa: Could be maternal, but sure, go with paternal. Because you can't treat people like that.

Mark: But why are you the arbitrator of what is acceptable to Anne?

Marissa: Because that is the environment I have to be in. I still have to come to these meetings.

Mark: Ok.

Marissa: I still have to participate. Right?

Mark: Ok, I'm sorry.

Marissa: Am I not.

Mark: I don't know why you took that perspective, honestly. And I'm sorry you walked out and I don't have any ill will towards you.

Marissa: Anne is not the only person you did that to though.

Mark: Ok.

Marissa: Every single person.

Mark: Well, I would hope whoever you guys are, you know, and just in a professional environment you come to me and say, "Hey the words you said made me feel a little bit condescending to me...." I understand my ask is reasonable, but ridiculous because we are emotional creatures, right. We get triggered.

Marissa: I have issues with a lot of what you just said, but I'm not even going to go down those rabbit holes. What I will tell you is that...You know I was one of the people that wanted you as chair.

Mark: I know. I appreciate that.

Marissa: So this conversation isn't easy and we had a lengthy talk on Friday. So I thought long and hard about this and what my position was going to be. The things that sat with me the most were things you said to me individually that your body language and your posture and what you have to say to me right now are validating and give me even more concern for the board as a whole. Right? You said that you would...you couldn't guarantee that you wouldn't try to undermine the board should you be removed. Um, you don't have faith in the board to be able to move forward with the county because you don't think we are effective enough in order to do that and that you think that the board members are self-serving and have their own agendas that they bring to the table and that is all anybody cares about. When we started to talk about that and I asked you about those opinions and the things you had to say, you said, "Well we're just never going to agree on that. We're never going to change each other's mind."

Mark: Mhmm. On those points that you just mentioned?

Marissa: Yes. Because I disagreed with you pretty strongly about that and asked you questions about that and those were, those were the things that, for me sat poorly. And I...

Mark: I would expect them to, yeah.

Marissa: And nothing that you've said here tonight changes that.

Emma: It also sat poorly that you asked her to resign instead of it being a meeting thing. I was livid about that.

Mark: Yeah. I sent that to you privately. Didn't I?

Emma: But it is a board issue.

Marissa: It's a board matter.

Emma: It's a board matter and everything that is a board matter all of us need to know and I was livid.

Mark: I asked her...What were the exact words? I think I said.....but you know what, I see Melissa is getting a little antsy over there. So I think I answered both of Anne's questions. Melissa, do you wanna take the microphone back and facilitate a vote?

Melissa: I ..ok...umm..at..

Mark: Whichever you decide on.

Melissa: Right. Does anyone have anything pertinent to the voting decision?

Anne: What do the bylaws say about having to do this.

Melissa: I honestly don't know the answer to that.

Mark: two thirds.

Melissa: Ok, if it takes two-thirds of the board voting to remove the chair...in that case, there are seven board members so it would take six out of the seven people to vote removal in order for the chair to be removed. So at this point, I guess we would ask each member to vote "yes" or "no."

Anne: I just hope that if the vote goes against Mark that all of the people in this room will behave like adults after it's done and that there is no bad mouthing of Mark and that Mark, there is no bad mouthing of the board.

Mark: So let me say a few things. Probably, this will solidify your vote. Um, I will probably remain in contact with the county and advocate for the park. That is said with intention for doing what is best. It is not with intention with going and undermining you. I suspect that if I do continue we will actually work well together because I don't have a board. So I can just talk to patrons in the park and kind of communicate that to the ...Todd. So in a way I can help you guys out. Um, I'm not going to bad mouth individuals. I do feel like, I just wonder why we got caught up on communications and what was and wasn't presented to the board. I mean, the bottom line, and maybe this is my fault because it is a board and not a business. But, Let's focus on the outcomes. Making sure that I'm clear on what the board's position is. Sure there were some bumps along the road, but I think made an extremely good effort to make sure I was clear where you guys were after I figured out I definitely had it wrong. Maybe you believe me, maybe you don't...

I totally lost my train of thought, but anyways, you'll see me around.

Anne: And I will be upset if I hear anything from anybody about any bad mouthing about Mark. That will be completely uncalled for.

Emma: I agree.

Melissa: And unprofessional.

Anne: If we are going to take an action like this we can't ruin it by bad behavior.

Marissa: I think that goes both ways, though.

Anne: He said what he is going to do.

Mark: Yeah, yeah. Unfortunately, also I should say...I think I'm wrong. I hope I'm wrong. I feel like policy wise you guys are leaning the wrong way and maybe that's because you think...Maybe when I go away and you are in direct communication with the county and Melissa you know..maybe that'll mend itself. Because right now I see some serious distrust from the county and I'm past...I'm trying to do my best. They are in a much better position than they were five years ago. But, for some reason, you guys are like trigger happy with them and I'll just say if you continue with that, if you decide to go to Linwood.. guys consider it all cuz your MOU is not signed and it is probably going to be put into question now. So, yeah.

Jeff: You say our policies as a board ...specifically define what you mean by policy.

Mark: And this is where I might be making a mistake, Jeff because I'm taking some of the policy, um, your latest email saying the county ...you just said that if the county believes that and they are not willing to work with us on this grass experiment and all that entails we need to go to a higher authority. I can tell you don't go to the higher authority because essentially you are going to shoot yourself in the foot. You are going to ruin it, because Linwood supports Todd.

Jeff: Have you had any conversations with Linwood?

Mark: No

Megan: I've been to Linwood's house.

Jeff: Yeah.

Mark: I know that Linwood supports the park because he has done a 180 degree turn. He is the reason...so Todd opened the gates and Lynnwood said "why did you make them open in March? I would have let it go until April." Right. So I know Linwood supports it, but there has to be some compromise. And again, Jeff, maybe your voice is the loudest so I'm taking it as everybody else's, but you kind of have an adversarial attitude towards the county. Right, and nobody is kind of tempering that.

Melissa: Alright. Again, this is not moving anything forward. Just because it is the loudest doesn't mean it is the right one.

Mark: Right, but that's the one that resonates in the minutes. That's the one I'm told to represent to the county.

Marissa: What you represent to the county is based on a vote. Jeff is one vote.

Mark: Let's be clear. Jeff's position is what motioned and that's what's the policy of the board.

Emma: We can vote no.

Marissa: Again, it's based on a vote.

Mark: Let's just say it this way. I have represented the position of the majority of the board. Whatever the vote is that is the position I've represented.

Jeff: I call the question. It's time to vote.

Melissa: Do we have to second that call to question?



Mark: No, you guys are good to vote now.

Melissa: Alright, Do we vote individually or do we just say ...yes, no.

Marissa: You just raise your hand.

Melissa: Who here moves to remove Mark as chair?

[Melissa, Marissa, Megan, Jeff, Emma and Anne raise their hands]

Mark: There is no one to say “no.”

Melissa: Um, who doesn't. Mark I assume you vote yourself not to. So six of the seven board members have voted to remove Mark as chair. One has voted to have him remain. The board has decided to remove you Mark as chair.

Mark: Alright, so do I have anything that belongs to you guys. I don't think so. Alright, best of luck.

Mark leaves.

At 7:25 we go into executive session.

We leave executive session at 7:30pm

Meeting continues with regular agenda and is not transcribed word for word.

Anne says Melissa needs to call Todd to inform him about the change on the board.

Discussion ensues about the right phrasing.

Melissa wants the notes to reflect that she is interim chair and she moves to make Anne interim vice-chair.

Emma seconds this. We all agree.

**Melissa will call the county with this new information.**

Anne comments that she will not discuss her decisions with Barry (our former chair) because she doesn't want him to influence her decisions about the park.

## **Agenda**

### **1.Meeting Minutes**

We discuss approval of minutes and Jeff asks if we can just approve all minutes that haven't been approved. Jeff says he will post them to the website.

Melissa moves that the meeting notes that aren't approved will be approved and posted. Anne seconds that. We all agree.

### **2. Chair's report**

It has been tabled until next meeting.

### **3. Treasurer's Report**

B&H- \$10, 936.87

Paypal- \$13, 839.00

Total: - \$24, 775.87

### **4. Dog Survey Committee**

The Survey Committee proposes the following questions for the next survey:

1. Of the two options below, which would you select as priority number one?
  - a. Fix Drainage
  - b. All-natural turf dog park
2. If the drainage can be fixed without north end (small end) stone dust, would you want an all-natural turf dog park?
  - a. Yes
  - b. No
3. If the drainage is fixed without stone dust, do you still desire stone dust in the north end?
  - a. Yes
  - b. No
4. Maintaining turf means periodic closures for seeding and maintenance, is that an acceptable trade-off?
  - a. Yes
  - b. No
5. When would you prefer the maintenance closures occur?
  - a. Spring
  - b. Fall
  - c. Both
  - d. Neither
6. Do you want a porta-potty in the park?
  - a. Yes
  - b. No

Jeff wants to tweak something because the conversation has advanced since we started this survey. We talk about stone dust in the park and now we have an issue of one inch vs six inches.

Marissa asks about what the justification was for one inch being used and Jeff explains that it was for erosion control. She suggests that we can add another question that says, "Is placing one inch of stone dust for erosion control acceptable?"

We discuss if we will put this in the survey or not. Marissa and Jeff talk about it in terms of drainage. It won't preclude them from fixing drainage and it is actually the last step in fixing drainage.

Marissa says question number three was put in there based off of the results of the last survey. If we leave it in there it might bring back relevant data.

Jeff suggests we take out question two and three for now and come back to it later when we are more clear as to what Todd says. We need to clarify his position.

Marissa says some of the questions were specific to the MOU and that is what we've got to deal with now. We can send it with just the two MOU questions and then do another survey after Melissa and Anne talk to Todd. Or we can wait to send out a full survey with all these questions instead of doing two separate after they have convo with county Todd.

Anne and Jeff think that the second idea is better. Marissa suggests we approve the questions now. Jeff suggests we table this discussion to the next meeting.

Marissa says ok. We all agree.

## **5. Special Orders**

We have several open positions now and we have to appoint members to the board.

Melissa says Kathy Seikel has agreed to be interim Director of Operations. Melissa moves to vote yes on Kathy. Emma seconds it. All agree.

Melissa says that Liz Yap and Patrick Atagi have agreed to fill the at-large seats. Melissa moves to vote yes on both of them. We are all in favor.

Marissa has a segue from this topic for the board members who travel. According to bylaws you have to be present to vote. She suggests that Face Time does make you present and for those on travel they can vote that way. We agree that it works as long as they are part of the discussion. We agree FaceTime is present.

#### **6. Poop-Remediation Plan**

West Potomac students offered to help. We have to get the info from Mark. We table this until next meeting.

#### **7. Drainage Proposal**

We need to get update from Todd. We agree to table that until next meeting.

#### **Sod around patio**

Melissa said she proposed that because she thought the ADA remediation would take a lot longer than it did and that we could tie the sod project in with it if they closed the large end of the park. However, they never closed that end of the park. She still thinks it's a good idea, but she thinks that we can do that in the future.

Anne suggests that we can do the sod when the park is closed for seeding.

#### **Melissa says between now and then she will try to figure out how much sod would cost.**

Emma asks if we can fix the plastic that has moved away from the brick. It is a hazard.

#### **Jeff says he can check with our guy to see if he fixes things like that.**

Anne was told that she talked to a woman at the park who worked for Home Depot. The woman said that Home Depot will often give you deep discounts for leftover sod parts from other jobs. She said we should check with our local Home Depot.

#### **8. Caretaker Saturdays**

Marissa suggests we schedule a few Caretaker Saturdays. We can bring the drawn plan with us to show what the money is being used for. We can explain who we are and our approval process with the county. We can educate them on the MOU too.

Melissa also explains that Caretaker Saturday money doesn't really pay for the projects. It is to pay for the maintenance of the park. Megan also explains it is to help people get involved.

Jeff says he will come up with a flyer to explain what board positions are open come October.

Emma explains that we have an updated drawing in the kiosk , but it did not include the ADA projects.

**Melissa will ask Scott to draw us another one and if he would be willing to come as a guest to explain the drawing.**

**We agree to do one on June 22nd at 7:30am.**

We don't have a canopy anymore. We discuss getting a new one. Do we want a logo? Melissa says we use it for Hot Dog Friday Night and if we want to keep that as a separate fundraiser we can't use park

funds to buy it or put the logo on it. We decided no and the Pandins will buy it and donate it for Caretaker Saturday use. Anne, Emma, Marissa agree to chip in some money. We discuss the logistics of Caretaker Saturday.

### **9. Lucky Dogs**

We have no info on that and it has become a moot point.

We do think that we should be involved with things like this in the future. It would be wonderful publicity. Anne suggests a gazette writer, etc. We didn't disagree that we should have been part of it, but the way it was handled was very unprofessional. It is added to the MOU now.

### **10. Voting on Communication Norms**

Proposed Board norms:

1. Whenever possible, the business of the Board should be conducted during regularly scheduled, face-to-face monthly board meetings.
2. Seven days prior to each regularly scheduled meeting, the Chair shall email each board member a copy of the proposed agenda.
3. When possible, Board members wishing to add or delete items to the proposed agenda shall email those proposed changes to all board members at least three days before the scheduled meeting.
4. In cases of emergency, these norms can be bypassed, but that should only be done in cases where a decision must be made on a faster schedule.
5. The norm for communication outside of face-to-face meetings shall be email.
6. Board members should be given at least 24 hours to read and respond to emails.
7. The number of emails should be limited.
8. Email about a new subject should get a new header and not be added to an existing chain.
9. The Chair shall be the primary point of contact with FCPA. The Chair shall provide copies of all emails sent to or received from FCPA to the Vice Chair.
10. The Board should speak with a single voice that reflects the consensus of the Board members. When consensus cannot be reached, the issue should be reduced to writing and put to a vote.

We vote them in unanimously.

We discuss that if Melissa meets with the county she would prefer to have another board member with her. We also discuss that we really need written records for these meetings.

### **11. ADA**

We discussed that we have a lot of change orders and they haven't presented us with an invoice yet, because of the change orders. There was another email saying that they couldn't do the picnic area because of the slope. Melissa says she will talk to Gary to clarify everything that still needs to be done.

### **12. MOU**

Melissa will talk to Todd and explain what our edits were. We clarify that **WE NEED TO BE CLOSED FOR APRIL** for the grass requirements. Anything from November-Feb we say that we are fine with squishy ground rule. **We want to be closed March and April.**

### **Next Meeting**

Old Business

- Dog Park survey
- Chairman's Report
- Poop Remediation?
- Drainage Proposal

New Business

- General Meeting

Next board meetings dates-

July 3rd at Marissa's house. 6:00pm.

August 7th. 6:00pm. Location TBD.

Sept 4th. 6:00pm . Location TBD

Marissa motions to adjourn. Melissa seconds. We all agree.

Meeting ended at 8:19