

At our January 2020 GVRPC Board meeting, the following motion was passed: "With a goal of promoting information related to candidates running for GVR Board positions, individuals and/or groups will be allowed to share candidate profiles by utilizing the PickleBlast. The Pickleball Board will exercise editorial privilege, via unanimous consent, prior to profiles being published."

After some discussion and further definition, we agreed to offer each GVR Board of Director candidate the opportunity to provide information that you might not receive through the candidate forums or published news articles. Each candidate was provided with a list of questions and asked to limit their total response to 425 words. In some cases, light editing was required to ensure that this limit was in effect. As you'll see, some candidates did not provide a response. Maybe they didn't believe that this was a valid audience. Maybe they didn't have answers to our questions. But thanks to those who took the time to send their message to each of us.

This is a critical time for voter participation in our community. Gone are the days when we could put our involvement on autopilot and count on leadership to make the best choices for the GVR membership. This is not necessarily about committing significant time or effort. It's just a plea for you to consider the candidates and bylaw revisions and vote. GVR is at a crossroads and this is your opportunity to exercise your right to be a part of the process.

Please review the responses and make your own choices. The GVRPC Board elected to provide you with information to encourage you to learn and to vote, rather than endorsing a slate of candidates for you this year. We hope you will carefully consider the following information and please, please, please cast your vote for the candidates that you believe make the most sense for the future leadership of GVR. Thank you.

GVR Pickleball Club Board

Jeff Harrell, Gina Rowsam, Donna Talarski, Pam Goodrich, Sandy Heintz, Mark McIntosh, Paul Serra

1. Give us a 50-word intro to you and your qualifications. Include how long you have been a GVR member.

My name is Donna Coon. I have been a fulltime GVR resident for 14 years. I am a current member of the GVR Board of Directors. I have served 6 years on the Planning & Evaluation Committee, once as Chair and twice as Vice Chair. I have also served on the Board Affairs Committee. I am currently a member of the Computer Club and Pickleball Club (past president).

2. How should GVR stay on top of trends to keep Green Valley on the radar for future retirees?

They need to listen to member input (focus groups, surveys, etc) and research trends in retirement (are people working longer? Can they afford to retire? etc). What recreational and leisure will retirees be doing in 10 or 15 years?

3. How do you intend to mitigate tension between the current Board and the CEO/ administration?

I would like to see all Board directors included in discussions of critical issues. Board and committee meetings need to be open working sessions hearing everyone's input with open, thorough discussion.

4. What does "meet the necessary needs of members" mean to you? And, how will you accomplish this?

It means open, two-way discussion with members, clubs and various user groups. We don't have unlimited resources so setting priorities for member requests and club requests means looking at the short and long range benefits of the requests. Not just benefits to the requestors but to all GVR members and to our infrastructure.

5. There are two groups endorsing differing slates of candidates. One group advocates reduced growth and greater Board control, while the second group supports the opposite. Which of these groups do you align with and why? If neither, then please explain why.

I believe it is necessary to keep our facilities up-to-date and expansion if it is something we can afford and it has a long range benefit. I believe the Board must make those tough decisions and then they go to the CEO and administration to implement – without further interference from the Board.

1. Give us a 50-word intro to you and your qualifications. Include how long you have been a GVR member.

I have a degree in Construction Science and retired after 45 years in construction. I have thirty years of executive management experience with private and public corporations. The last seventeen years of my career I was CEO of a large construction company. I have been a member of GVR since March, 2018.

2. How should GVR stay on top of trends to keep Green Valley on the radar for future retirees?

I am on the Planning and Evaluation Committee and we have 3 subcommittees established that are looking into future trends. These subcommittees include GVR staff, GVR members and select outside experts to explore and discuss trends in fitness training, aquatics and new age digital, computer activities. In addition, there have been frequent surveys submitted to the membership at large asking for their input and I believe that these should continue on a regular schedule.

3. How do you intend to mitigate tension between the current Board and the CEO/ administration?

As an individual I would be thoughtful and respectful in discussions and deliberations with my fellow board members and staff. This position should be above barbed and malicious comments directed at each other as well as staff as I have witnessed in several board meetings. I have nothing but respect for the staff and I would demonstrate that in all of my actions.

4. What does "meet the necessary needs of members" mean to you? And, how will you accomplish this?

There is an obvious distinction between individual needs and wants, however in the context of GVR member needs, here are what I consider to be examples of needs. There are eight GVR clubs that have dedicated facilities that have requested additional space. Their facilities are not large enough to serve their membership and that membership is growing. In a recent surveys and forums there was an overwhelming response to create a "gathering space" similar to Posada Java and expanded fitness facilities. The Board needs to develop a five-year plan and follow through to complete these types of projects. Such plans should be updated each year to ensure they remain relevant and align with the needs of the membership.

I also believe that GVR efforts in this area need to be buffered by the reality that all GVR members are important, thus GVR leadership must strive for a balance and maintain focus on keeping membership dues affordable.

5. There are two groups endorsing differing slates of candidates. One group advocates reduced growth and greater Board control, while the second group supports the opposite. Which of these groups do you align with and why? If neither, then please explain why.

I am aligned with and supported by the Friends of GVR. Friend's position on future growth is NOT towards encouraging it, but not to ignore the fact that it's going to happen over time. Thus, GVR should take this into consideration in long-term planning. GVR is beyond limiting its vision to maintenance and preservation. Our vision cannot be limited to just today or yesterday if GVR is to remain healthy, vibrant and provide exceptional service.

Candidate: Mark Kelley

1. Give us a 50-word intro to you and your qualifications. Include how long you have been a GVR member.

I moved to Green Valley in October 2017 from Denver Colorado where I had a career in financial service. I attended University of Denver and obtained a BA in Economics and a Masters of Taxation degree. I spent 20 years in the trust business and 10 years in my own tax practice. I am a retired CPA, former Certified Financial Planner®, former Registered Investment Advisor and held securities and insurance licenses.

2. How should GVR stay on top of trends to keep Green Valley on the radar for future retirees?

GVR should constantly monitor trends relating to the recreational needs of the 55+ community. As a recreational organization, GVR should not be involved in economic development. The Chamber of Commerce and other similar entities should serve that role. GVR is certainly an attractive component of the Green Valley community.

3. How do you intend to mitigate tension between the current Board and the CEO/administration?

Communicate and implement the policy governance approach. By providing clearly stated goals and receiving concise monitoring reports from the CEO, I believe tension will then be lessened.

4. What does "meet the necessary needs of members" mean to you? And, how will you accomplish this?

Members define their needs and convey that to the Board. The Board needs to develop or enhance communication and survey programs with members.

5. There are two groups endorsing differing slates of candidates. One group advocates reduced growth and greater Board control, while the second group supports the opposite. Which of these groups do you align with and why? If neither, then please explain why.

I embrace preserving our wonderful facilities, adapting them to the needs of the broad membership and measured growth to meet future needs. The Board must have control of the policies which achieve the goals of the members. The Board needs to monitor progress in achieving those goals and assure that benefits are provided to members.

1. Give us a 50-word intro to you and your qualifications. Include how long you have been a GVR member.

I worked in the investment industry as a Series 7 licensed Sales Associate for almost 20 years. I understand the necessity of long range planning. My career demanded a high degree of ethics, honesty, fiscal responsibility, integrity and confidentiality. I have been a GVR member since March 2017.

2. How should GVR stay on top of trends to keep Green Valley on the radar for future retirees?

Researching available retirement publications or websites such as Retire Arizona, comparing our facilities with other retirement communities, accessing available retiree surveys, surveying younger members or potential members interests on a regular basis and simply observing what interests the next generation are methods GVR can use to evaluate potential future needs.

3. How do you intend to mitigate tension between the current Board and the CEO/ administration?

I believe when Policy Governance is fully implemented, which needs to happen sooner rather than later, many of the issues causing tension between the Board and CEO and staff will resolve themselves. The job descriptions, expectations and limitations are clearly defined. There should not be any more micro-managing of any individual or team.

4. What does "meet the necessary needs of members" mean to you? And, how will you accomplish this?

First, we need to determine what the "necessary needs" are, this can be done with open communication with members, an area that needs improvement. This can be done with more surveys to determine member's concerns, "Town Halls" between the Board and members with questions and answers, keeping members informed of progress & timelines for planned projects or potential projects. As for how I would accomplish this, I would start with a strategic plan involving Planning & Evaluation Committee and the Expansion Subcommittee.

5. There are two groups endorsing differing slates of candidates. One group advocates reduced growth and greater Board control, while the second group supports the opposite. Which of these groups do you align with and why? If neither, then please explain why.

I am endorsed by Friends of GVR, I advocate for improved facilities including updated equipment and additional space as needed and funds allow. This does not mean I am advocating for unrestrained, out-of-control building. Several of our clubs are currently in desperate need of space and resources now. These needs must be addressed sooner rather than later. A strategic plan is the only way to do this while maintaining fiscal responsibility. The Board's job is to set policy to guide the CEO, they are to look toward and plan for the future. The CEO's role is to manage staff, and implement the Board's plan. The Board of Directors must work together and with the CEO and members to accomplish these objectives. That means keeping an open mind and a willingness to compromise, there is no room for personal agendas. Open discussions of the entire board, voting independently for member's & GVR benefit, allowing more members on committees are all a means to that end.

1. Give us a 50-word intro to you and your qualifications. Include how long you have been a GVR member.

My husband and I moved here full-time in 2006. My background is in accounting which included being a controller for an international marine salvage organization. I have also been involved in GVR governance since 2014 and have a good working knowledge of the organization's bylaws and policies.

2. How should GVR stay on top of trends to keep Green Valley on the radar for future retirees?

GVR governing boards should be open to new ideas. For example, pickleball is now being taught in schools. These young people will continue to play this game throughout their lives and will certainly expect facilities to meet their demands when they do retire.

This is true of any new activity – including how we socialize. Coffee shops were not “in” when we were young, but they certainly are now! Having a place where we can meet and socialize is important in our world today. We must be open to new ideas.

3. How do you intend to mitigate tension between the current Board and the CEO/administration?

The constant unfounded accusations against staff must stop. I am not against asking questions of the CEO or the staff, but to accuse without substantiation is wrong. We must remember that GVR's greatest asset is its employees. We must work together to maintain the quality of GVR services/facilities as well as the reputation of GVR now and in the future.

4. What does “meet the necessary needs of members” mean to you? And, how will you accomplish this?

I would like to see more forums or “Conversations” where both staff and directors are able to communicate with members to share ideas/concerns.

We should also definitely address how we can engage those members who consider themselves “underserved”. We must discover what will enable them to join in GVR activities again or find new activities for them.

5. There are two groups endorsing differing slates of candidates. One group advocates reduced growth and greater Board control, while the second group supports the opposite. Which of these groups do you align with and why? If neither, then please explain why.

I have not been endorsed by either group — I am running as an independent candidate. I do believe that we must have growth in GVR. But, done in a proper way.

Our members are now demanding more space for their activities. We have just completed a pickleball complex that will meet our needs for decades to come. This is the way we should be thinking. What will serve GVR for decades and not for years?

I've walked through some of the facilities and am appalled with the conditions they are forced to work in. We must have a long-range plan of meeting the needs of all our members. But when we start “robbing Peter to pay Paul”, all members suffer.

To achieve this goal, we must have directors on the Board who are willing to look to the future — but also keep an eye on the present to make sure that GVR continues its sustainability. We can grow while being financially responsible.

- 1. Give us a 50-word intro to you and your qualifications. Include how long you have been a GVR member.**

Doctorate in psychology. Master's degrees in community & rehabilitation counseling. Thirty years experience in mental health including 12 years in juvenile justice reform work. Adjunct faculty teaching psychology, ethics, and forensic medical rotations. Ten years as community board member for two non-profit organizations. GVR member for 16 years.

- 2. How should GVR stay on top of trends to keep Green Valley on the radar for future retirees?**

Due to the nature of turnover in a retirement community, GVR needs to remain aware of future trends so as meet the needs of current GVR members and to remain competitive as a top destination for future retirees. Activities of interest have changed over the years and will continue to change in the future. Future home values will be dependent upon future retirees wanting to move here. Future trends can be monitored through member survey, focus groups, town hall listening sessions, as well as tracking national trends in recreation.

- 3. How do you intend to mitigate tension between the current Board and the CEO/administration?**

I would bring ethical leadership, conflict resolution, team building, and systems or cultural change to the board. I believe in working collaboratively for the best interest of GVR. I believe that board members should hold themselves to a higher standard of professionalism and respect – toward one another, toward members, and toward the CEO and professional staff. Diverse opinions are to be expected and valued. Disrespect should not be tolerated.

- 4. What does "meet the necessary needs of members" mean to you? And, how will you accomplish this?**

Many of our clubs and fitness centers are bursting at the seams. These needs must be addressed by thoughtful and deliberate stepwise processes. GVR currently is lacking a 5-year strategic plan which would be helpful in planning for these needs. Member voice is paramount in this work. I would look at surveys, focus groups, and town hall listening sessions. I would encourage member voice at board and community meetings, opening currently closed committee meetings and publishing agendas and meeting notes in a timely manner. Committees need diverse member participation.

- 5. There are two groups endorsing differing slates of candidates. One group advocates reduced growth and greater Board control, while the second group supports the opposite. Which of these groups do you align with and why? If neither, then please explain why.**

GVR does not determine growth or commercial development, but we must manage what growth we already have and what will be coming. Currently, there are 7 clubs and our fitness centers that are bursting at the seams. We must deliberately and thoughtfully plan for meeting the needs of these clubs/activities as well as keeping GVR desirable for future retirees. Many of our facilities are aging and may need more than a coat of fresh paint. It is the job of the board to listen to the needs of members and to set policy, not to control and micromanage the CEO and professional staff. Re-implementing Policy Governance guidelines will allow for clarity in roles, and will allow for greater collaboration thus overall effectiveness.

Candidate: Kathi Bachelor

No response received.

Candidate: Lenore Bell

No response received.

Candidate: Dale Sprinkle

No response received.