

In the Matter Of:

Incline Village General Improvement District Board of Trustees Meeting

HEARING (PUBLIC MEETING)

June 23, 2023

Job Number: 997390

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INCLINE VILLAGE
GENERAL IMPROVEMENT DISTRICT
BOARD OF TRUSTEES

TRANSCRIPT OF HEARING
PUBLIC MEETING
Live and Via Zoom

Held at 893 Southwood Boulevard
Incline Village, Nevada
Friday, June 23, 2023

24 Reported by: Brandi Ann Vianney Smith
25 Job No.: 997390

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A P P E A R A N C E S

BOARD MEMBERS PRESENT

MATTHEW DENT, CHAIR

SARA SCHMITZ, VICE CHAIR (via Zoom)

DAVE NOBLE, SECRETARY

RAY TULLOCH, TREASURER

MICHAELA TONKING, TRUSTEE

ALSO PRESENT

JOSH NELSON, LEGAL COUNSEL

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1 INCLINE VILLAGE, NEVADA - June 23, 2023 - 5:00 P.M.

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5 CHAIR DENT: I'd like to call the special
6 meeting of Incline Village General Improvement
7 District to order. The meeting will be starting at
8 5:00 P.M. today. It's June 23rd, meeting is being
9 held in the boardroom at 893 Southwood Boulevard,
10 Incline Village, Nevada, and via Zoom.

11 We'll start with item A, the Pledge of
12 Allegiance.

13 A. PLEDGE OF ALLEGIANCE

14 (Pledge of Allegiance.)

15 B. ROLL CALL OF TRUSTEES

16 CHAIR DENT: Thank you. Roll call of
17 trustees. We'll start off with Trustee Noble.

18 TRUSTEE NOBLE: Here.

19 CHAIR DENT: Trustee Tulloch?

20 TRUSTEE TULLOCH: Present.

21 CHAIR DENT: Trustee Tonking?

22 TRUSTEE TONKING: Here.

23 CHAIR DENT: Trustee Schmitz?

24 TRUSTEE SCHMITZ: I'm here.

25 CHAIR DENT: And I'm Trustee Dent. All

1 five trustees are present. We do have a quorum.

2 We're going to move on to item C, initial public

3 comment.

4 C. INITIAL PUBLIC COMMENTS

5 CHAIR DENT: I would like to remind

6 everyone you have three minutes to speak, and the

7 item today is discussing the general manager. And

8 before we jump into that, I wanted to read

9 something:

10 "As a board, we recognize

11 Indra's positive impact on the

12 families and our community over

13 his many years of service in

14 various roles, from starting

15 position as a clerk to general

16 manager.

17 "In Nevada, annual performance

18 evaluations for the general

19 manager are required to be

20 conducted publicly. Last year's

21 board formulated mutually agreed

22 upon, specific performance goals

23 for the general manager."

24 And I'll just stop at that. The process

25 and bit of the timeline that we've gone through is

1 laid out in the board packet.

2 And with that, I will open up public
3 comment.

4 MR. SEVERANCE: Eric Severance, Incline
5 Village. Good evening.

6 My wife and I have lived in Incline
7 Village for over 30 years and raised our three
8 daughters here. We love this community and have
9 done what we can to support it.

10 I'm quite dismayed that many of the board
11 members are not in support of extending the contract
12 of our general manager, Indra Winquest, and by doing
13 so are basically trying to force him out.

14 Indra has served IVGID faithfully for
15 many, many years. He's a strong manager, respected
16 leader, and excellent community liaison. He's been
17 instrumental in retaining staff through very
18 difficult times: A pandemic, a challenging housing
19 market, et cetera.

20 I've watched Indra come up through the
21 ranks at IVGID, always willing to help, listen, and
22 respond in a quality manner.

23 Think about the message you're potentially
24 sending if you cease to support him, to our staff,
25 to our community, and, yes, even to outsiders

1 considering working here, it's not a good one.

2 I strongly recommend you choose the
3 alternatives spelled out in Chairman Dent's memo.
4 Allow Mr. Winquest to continue as general manager.

5 Thank you.

6 MS. SEVERANCE: Good afternoon,
7 Chairman Dent and IVGID trustees. My name is Diane
8 Severance, and I live at 689 Bridger Court, Incline
9 Village.

10 I'm here today to support Indra Winquest,
11 IVGID's general manager, and to urge the board to
12 continue Mr. Winquest as general manager per his
13 contract.

14 Overall, Mr. Winquest is trustworthy,
15 respectful, ethical, and approachable. Over the
16 years, Mr. Winquest has demonstrated strong
17 organization and time management skills, while
18 managing a large team. He has excellent
19 face-to-face communication, presentation and
20 leadership skills, he responds well to feedback, and
21 is an excellent relationship builder.

22 IVGID continues to enjoy a very strong
23 financial position, and the community assets are
24 well managed.

25 Thank you.

1 MS. WHITE: Hi. I'm Leslie White, and I
2 didn't prepare anything formally because I just
3 found out about this meeting.

4 But I was very supportive of -- I've
5 always been really supportive of Indra. He's been a
6 wonderful community member and has been very
7 supportive of Incline Village in general, all of our
8 programs. He's one of the nicest guys that I have
9 ever met working for IVGID. And I really appreciate
10 what he's done for our families and for our
11 children, all of our kid's programs.

12 I moved here in 1992 with my family, and I
13 was probably one of the first five or ten members of
14 the Rec Center. I'm an avid swimmer. My kids have
15 grown up here, and I noticed a difference when Indra
16 came on board as GM in that it just seems like there
17 was way more support for all of our children's
18 programs. I was a soccer coach. And I just think
19 that it would be a terrible mistake to lose him as
20 our GM. He's done so much for this community. He
21 builds relationships, and by doing that, I think
22 that he's been able to attain this huge grant.

23 And he's just been there. People want to
24 support him, if they're involved, and if they know
25 him and just because -- and his efforts to make our

1 community better. And I urge you to be respectful
2 of Mr. Winquest and let him continue on as GM.

3 I don't have enough knowledge to
4 understand what he's been accused of doing and why
5 this has been decided upon by a couple of the board
6 members, but I think it's time that we know that, as
7 a community, we all want to know.

8 Anyway, that's all I've got to say. I'm
9 just very supportive of him, and I hope that this
10 does not go through.

11 Thank you.

12 MS. WOLF: Holly Wolf, 515 Eagle Drive.

13 I need to know what you three -- Sara, of
14 course, is not here -- were thinking when you
15 planned a board meeting for Friday night at 5:00
16 P.M., in a room that's way too small, with a topic
17 that's so volatile in this town? You couldn't find
18 to bigger venue? That Chateau's busy? How about
19 the Duffield Theater? How about the elementary
20 school? This is ridiculous having people stand
21 outside. Did you think no one would come? Do you
22 really think since you've decided to separate from
23 Indra that the town would calm down? You were
24 elected today serve, to serve, the town. You are
25 not doing that. You are carrying out your own

1 petty, narcissistic agenda.

2 Indra leaving is not what the town wants.
3 You've made this work environment so toxic that
4 nobody wants to stay, and the board takes no
5 responsibility for his leaving. None.

6 And now we hear you're going to appoint
7 Mike Bandelin as a temporary general manager. Why?
8 He's done such a fabulous job at Diamond Peak. So
9 six months from now you can fire him and put a
10 cooling off clause in his separation agreement too?
11 So there's no GM, there's nobody at Diamond Peak,
12 there's no financial person. What are you three
13 thinking?

14 And, Sara, I wish you were here, this
15 whole debacle started when you lost the Duffield
16 grant. And from Mr. Duffield's mouth, it was Indra
17 that got it, and it was you who lost it. So no
18 matter how you try and spin it, this is your
19 responsibility.

20 And you're screaming at a family on the
21 beach? That could cause a lawsuit in this town.
22 And calling Child Protective Services, what kind of
23 person are you? You're representing no one but
24 yourself.

25 And, Matthew, wish you had a backbone to

1 corral in these rogue trustees.

2 And again, I say, morons, we've got morons
3 on the team.

4 MS. BERNSTEIN: Thank you, board. And I
5 apologize, I wrote this on an airplane in turbulence
6 at 3:00 in the morning.

7 Lisa Bernstein, I've been here, I live on
8 366 Cottonwood Court. Thank you for having me on a
9 Friday night when there's music on the beach, but
10 I'd rather be here supporting my community and
11 Indra.

12 My dad moved us here in 1972. He was very
13 affluent in the community. He was one of two bank
14 managers that helped put business loans that started
15 many businesses up here. He was president of the
16 Chamber of Commerce, involved in Rotary Club, and he
17 was on the board and helped the build the hospital
18 that is up the street.

19 He sat with many legacies supporting this
20 community, J. Johnson, Ivan Althouse, Mr. Tiller,
21 those legacies are rolling in their grave right now.
22 I'm going to cry.

23 When I see the word "trustee," the first
24 part of that word is trust. I'm having a hard time
25 with this. I believe that there are two-thirds of

1 this board that are not holding part of the first
2 word, which is honesty.

3 As a full-time resident and a witness to
4 everything that Indra has done to this community,
5 I'm sincerely devastated at the way the board is
6 handling his separation, and I'm actually
7 embarrassed for my dad.

8 Is loyalty gone? Is there someone waiting
9 to take over that wants control over this community?
10 Do they have ulterior motives? Which I wasn't
11 supposed to say. Sorry, Bill.

12 I believe Indra was backed into a corner
13 and drove into a volatile environment. Shame on all
14 of you for doing this.

15 In 2003, I was privileged to sit down and
16 have a beer with my former CEO at the Reno Air
17 Races. This leader has a philosophy that you take
18 care of your employees first, and your community
19 will witness it. And because of this, it will
20 create trust with the business and even your
21 shareholders. This amazing leader was Herb
22 Kelleher, CEO of Southwest Airlines.

23 I don't know what is more important to
24 this board. All I'm asking is to just take care of
25 your people, take care of your community. A

1 majority of our community wants the Herb Kellehers
2 and the Indras as our leaders, not leaders that are
3 controlling, bullies, or micromanagers.

4 Thank you.

5 MR. WRIGHT: Frank Wright.

6 I want the people who are trying to recall
7 our board to understand that we've already compiled
8 the list of those who filed the petition for the
9 recall, their names will be made public. Anybody
10 who signs the petition, your names will be made
11 public and on social on media. It's public record,
12 public information.

13 Why would anybody recall the most talented
14 board members we've ever had? Well, let me guess.

15 The first speaker tonight, he hit us up
16 for \$35,000 in a yield study management, three
17 pages, he plagiarized from a company in Australia.
18 Joel (inaudible), he's an ex-trustee. There's anger
19 in this community that should not be.

20 Mr. Winquest volunteered to be separated
21 from this district in lieu of having all the
22 information, facts of insubordination, giving away
23 our public facilities, vote rigging, all these
24 things are documented. He choose not to have it
25 become public. That's his choice.

1 You people are here to tell us how
2 wonderful he is, he may be. I worked with him for
3 20 years. I know him well. He lied to me. He's
4 lied to this community. He's done things that he
5 should not have done. He got himself in many
6 pickles. He didn't manage this district in a way
7 that was beneficial to the people living here. He
8 gave away our golf courses to a bunch of private
9 individuals, most that don't even live here.

10 Our community can come back together. We
11 have leadership that's willing to take eh reins and
12 correct all the things that are wrong. But you're
13 not going to correct it by doing the things you're
14 doing, trying to protect your own self-serving
15 interests.

16 And those people on that petition to
17 recall, I can go through some of them right now,
18 they've been getting stuff from our district.

19 How about \$10,000 to give a convention
20 where our utilities employee goes to learn how to be
21 a personable person for \$10,000. That's Kay
22 Shackford. She'll be speaking tonight telling us
23 that the pandemic is why Mr. Winquest is leaving.
24 It's not the pandemic. It's his behavior, it's his
25 lack of organizational skills, and his lack of doing

1 his job.

2 I'm asking this community to give this a
3 chance and watch that our venues become used for us,
4 not for the world's tourists. It's a chance, let's
5 take it.

6 Thank you.

7 MS. CARS: Linda Cars, 625 Lariat Circle.

8 Within the past five months, the new board
9 has taken Incline Village in a direction that causes
10 divisiveness, disruption, and unhappiness to
11 citizens and to staff. The hostile environment has
12 caused the finance director to leave and now GM
13 Winquest.

14 The GM has faced hostility from Sara. You
15 can see it on her online posts. It certainly feels
16 like our GM has been set up for failure by Sara.

17 Last August, Trustee Dent gave the GM a
18 solid review and Trustee Tulloch, while campaigning,
19 gave him his full support. How is it that
20 five months into the new board, they are aligned
21 with Trustee Schmitz, who set him up for short-term
22 failure without proper due process? What a disaster
23 for our community.

24 On 6/14, the board meeting, there were two
25 hours of positive public comments about GM Winquest.

1 It was a disgrace that at the end of meeting we
2 learned the GM's departure was happening when
3 Trustee Dent placed separation on the agenda for the
4 next meeting without even lip service to the
5 concerns and wants of the majority of the community.

6 What other decisions are the three board members
7 illegally discussing in a non-transparent manner?

8 For several weeks we've been asking
9 ourselves: Who have they surreptitiously decided to
10 temporarily appoint to the position until such job
11 can and should be posted?

12 A-ha. At the June 8th board meeting,
13 Cliff Dobler and cohorts, out of the blue -- by the
14 way, who has loaned Trustee Matthew Dent monies in
15 2017 and 2022 -- spent his three minutes raving
16 about Mike Bandelin. I don't know him yet.

17 And then our board packet came out
18 yesterday for June 28th, with Matthew Dent
19 recommending Mike Bandelin as the interim GM. So,
20 who is running our district? Is it the Board of
21 Trustees or Cliff Dobler and cohorts?

22 We have already spoken, my husband and I,
23 to GM Winquest's successes in prior meetings.

24 Trustee Schmitz unsuccessfully tried to
25 blame Indra for the 25 million donation loss which

1 GM Winquest had secured. Mr. Duffield made it clear
2 this week that he pulled the monies only because of
3 Trustee Schmitz. Now you can't face him, so you
4 terminate him when he is on vacation and have this
5 meeting.

6 Sadly but not surprisingly, it appears
7 that Indra has given up for the sake of his health
8 and his family. I would do the same. We can only
9 surmise that after he spoke with the three trustees,
10 Sara, Dent, and Ray, he saw no path forward. He
11 should not resign. He is being forced out.

12 Shame on Trustee Dent, Schmitz, and
13 Tulloch. You individually and collectively should
14 be ashamed of your behavior and motivations toward
15 one person, GM Indra Winquest, who has been a
16 devoted and respected employee.

17 As trustees, we feel you owe the community
18 transparency and an apology, apology for moving our
19 community down a divisive, unknown path. More
20 important, Trustee Sara, Matthew, and Ray, you owe
21 GM Winquest an apology.

22 Thank you.

23 MR. RINER: Dr. Myles Riner, Incline
24 Village.

25 Chairman Dent, I practiced emergency

1 medicine for 38 years. I treated close to 100,000
2 patients. I'm retired, but I believe I earned the
3 right to be called Dr. Riner. And I'll call you
4 Chairman Dent, if you'll call me Dr. Riner.

5 I believe one of the reasons why we are
6 here today, one of the reasons why three of the
7 trustees have coerced Indra into leaving the GM
8 position is that Indra was not fully on board with
9 the idea of eliminating the use of the rec fees to
10 subsidize the operations of some of IVGID's major
11 venues, like the golf courses.

12 Over several months, he indicated to me
13 that he felt this was a fundamental change to the
14 entire premise of the general improvement district,
15 that our community, if they understood this, would
16 not support it.

17 When the board first adopted the cost
18 recovery pyramid methodology, they effectively
19 eliminated the use of subsidies to keep user fees
20 low at these recreational venues. You still act as
21 if a hundred percent cost recovery target was a
22 preestablished element of the pyramid method, but
23 the creators of the pyramid method, in fact,
24 recommended that communities using their skiing go
25 through a very detailed analysis of who benefits

1 from these venues, including extensive feedback from
2 the community, before setting these cost recovery
3 targets.

4 This is something the board did not do
5 when adopting these targets. I believe that much of
6 the hubbub surrounding the delay in adopting the
7 proposed changes in the accounting methods,
8 retroactive adjustments, and financial reporting,
9 you three trustees and vocal, perpetually aggrieved
10 supporters demanded traces directly back to the
11 misapplication of the pyramid pricing scheme.

12 Even the Moss Adams consultants missed the
13 serious impact these cost recovery targets would
14 have on our GID's financials.

15 In addition to ignoring all the other
16 benefits that residents besides our golfers enjoy
17 from having these golf courses in our community,
18 like the snowshoers, cross-country skiers, sledders,
19 and dog walkers who enjoy these courses off season,
20 you completely ignored and ignore the fact that
21 every business and property owner in Incline and
22 Crystal Bay benefits from our courses through
23 enhancement in business incomes and property values.

24 Thus, the cost recovery targets for our
25 major venues should, perhaps, been set at 85 percent

1 or 90 percent, and not a hundred percent.

2 The rec fees are, in fact, a good
3 investment for all of us and a fair way to
4 supplement the cost of operating these venues, so as
5 to allow more of our residents to afford to use
6 them. Indra understood this, and that's one of the
7 reasons you made his work as GM untenable.

8 MS. LARSON: Debbie Larson. I've been a
9 resident of Incline for 25 years.

10 My husband and I raised our four sons
11 here. We've loved it. We've known Indra throughout
12 the process, throughout these years, at least
13 15 years, when he was coaching, when he was
14 superintendent. Two of our sons actually worked for
15 him for parks and rec. When I helped with Boy
16 Scouts, we had an issue with the beach clean up, and
17 Indra met with me and addressed concerns.

18 What I have learned is Indra is a man of
19 character. Doesn't matter what position he's in,
20 doesn't matter what he's up against, because you
21 know people will be up against difficult things that
22 demand character. When you have character, it's
23 transferable, cross positions.

24 You also attract people who are good like
25 you, you get a staff, you get people who can do what

1 truly matters, not serve special interests.

2 This is such a waste of time on such a
3 grand scale to try to oust a good person that has
4 done so much for our community and our children.

5 Thank you.

6 MR. MARELICH: Mark Marelich, Jensen
7 Circle.

8 I wanted to speak shortly tonight to
9 remind everyone here and everyone listening that all
10 the angst and anxiety felt in the community these
11 last few weeks, it's mostly because we think a good
12 person is being wronged. Whatever Indra's faults
13 may be -- and you know every GM you hire will have
14 their own too -- it cannot be overstated that he
15 cares about his job.

16 If you ask any business owner today, they
17 will tell you that finding any employee that gives
18 even just minimal effort is very hard to get
19 anymore.

20 They say that it takes 10,000 hours of
21 intensive practice to become an expert of something,
22 Indra's been with this organization since the
23 bottom, and no question, I would take his countless
24 hours of experience over some new GM with a master's
25 degree in whatever.

1 Thank you.

2 MR. SCHULTZ: Joe Schultz, Putter Court.

3 I am here to support the board, in total
4 and individually. I think some of the protests that
5 we've heard this evening are based on supposition,
6 not on facts.

7 We've heard a number of times how a
8 hostile environment has been created; I don't see
9 that. We've heard talks about the board
10 micromanaging the employees; I don't see that
11 either. I would say that the protests that we are
12 hearing today is an attempt at micromanaging your
13 job.

14 The role of GM is not a popularity
15 contest. The GM is supposed to be incredibly
16 competent in running the employees. If it were
17 solely based on popularity, no one would deny that
18 Indra is a fabulous guy. I've only been here
19 six years, I haven't been here 30, but I attend
20 these things, and feel like I have a sense about the
21 pulse of the community.

22 I ran an office of several locations. We
23 had an employee who started at the bottom, rose her
24 way to the top, wanted to be a manager, she did a
25 good job in all the subordinate positions, we made

1 her the manager. We had a disaster on our hands,
2 and all the other employees loved her. It took
3 quite a while to straighten it out.

4 So I don't envy you, the position that
5 you're in, but it is one that you'll have to tackle.

6 MS. KROLICK: Good evening, Chairman Dent,
7 trustees of IVGID. Gail Krolick, 1410 Tirol Drive.

8 This is an absolute shame we're here
9 today. All of you sitting on this board, and
10 Trustee Schmitz who is online -- and I understand
11 why she's online, she saw, as I saw her looking at
12 the recall outside. Obviously, she's upset, perhaps
13 she's scared. I don't know. Shake your heads.
14 Whatever.

15 My point is it's a shame. Here we are --
16 Chairman Dent, I would appreciate if you would look
17 at me when I'm speaking and show me the courtesy,
18 but you won't. You'll continue to do what you do,
19 and that's ignore to community -- a Friday night at
20 5:00 P.M., you're hosting a special meeting of
21 IVGID. And I'm not even asking -- the agenda item
22 with GM Winquest, it's an emotional topic. I'm not
23 here to talk about our GM. I'm here to talk about
24 the votes at this board, this entire -- the majority
25 of this board has taken the past six months.

1 You're now attacking private property
2 rights. You go to the Recreation Center where the
3 value of punch card is now \$91. People aren't happy
4 with that. If your property's an LLC, you're
5 automatically put into a separate basket because
6 there needs to be further review. Why? Not sure
7 why. The community would like to have answers.

8 We sit here tonight, and we all know what
9 the outcome's going to be, the majority of this
10 board will to vote to term or GM out, that's your
11 decision, but your decisions have consequences.

12 That's why this community is here. That's
13 why there's an outcry tonight and for the next 90
14 days. A recall's happening, Chairman Dent, on you,
15 and also on Trustee Schmitz.

16 And, Trustee Tulloch, with all due
17 respect, yours is coming too. July 1.

18 I didn't start this recall; people came to
19 me, people asking, "Gail, what should do we do?"

20 It began with the no vote with Trustee
21 Schmitz for a \$25-million gift for the Duffield
22 Foundation. It began then. The outcry began then.

23 But this board choose not to listen again
24 to this community. Please, maybe this can be turned
25 around, I don't know, but this time your community

1 is angry. Please listen. Listen to what your
2 constituents are saying, because right now, it just
3 shows you guys just really don't give a flying
4 fluke.

5 Thank you.

6 MR. RITCHIE: Greetings, board. Ryan
7 Ritchie, PO Box 5425.

8 Again, thank you, as I always say, to each
9 of you for serving. This is not an easy task for
10 any of you. I appreciate your efforts.

11 However, it seems that many in the
12 community are expressing supreme frustration with --
13 especially three board members, Mr. Tulloch, Chair
14 Dent, Vice Chair Schmitz, and for good reason, given
15 lack of transparency about the process of Indra's
16 resignation. It appears to many that Indra's
17 employment may be unjustly coming to an end.

18 This seems to be an overly strong reaction
19 to prior discord between several rancorous community
20 members, which seems to have spilled over and unduly
21 influenced several of you as trustees. Shocking
22 really, but at the same time, not shocking given
23 your prior unproductive criticism of Indra.

24 It seems that several members of this
25 board have failed in their duties. Most boards I

1 know shoulder two primary responsibilities: You set
2 strategic direction, and you hire and fire the GM,
3 in this case.

4 I won't get to the strategic direction
5 because we're not really getting there yet either.
6 The board seems to be failing in that regard so far,
7 and I'm hopeful that that can change as we have a
8 couple of new board members.

9 But to the matter at hand, a responsible
10 board should be excited about a GM hire. A couple
11 of you inherited Indra, so, perhaps, we will forgive
12 you for not being excited. Either way, you
13 inherited his contract. A board's role isn't really
14 hire and fire, though, is it?

15 A board's secondary responsibility
16 includes supporting and holding accountable any GM.
17 Support does not mean simple rah-rah for what Indra
18 does. I'm not claiming that. It means fundamental
19 guidance, mentorship, constructive feedback.

20 We heard and we see in notes that, Chair
21 Dent, you provided a very positive review of Indra
22 not too long ago.

23 Mr. Tulloch, you too gave support for
24 Mr. Winquest during your campaign.

25 I'm wondering, have you identified the

1 areas that need improvement for Indra, and have you
2 established a performance improvement plan? I
3 haven't heard anything about that, so that's a
4 failing right there too.

5 I'm also open to the idea Indra, perhaps,
6 wasn't as receptive as you might have liked. But
7 that's incumbent on you, each of you, to make sure
8 that it he is open to your feedback.

9 Given the vitreal we see from both
10 community members and from trustees, is it any
11 wonder that Indra, perhaps, didn't trust that any
12 feedback wouldn't be constructive, objective, and
13 supportive in this his role?

14 What we see instead is the community
15 trusted Indra. Yes, in part because is he is in
16 fact a nice guy. Many of us experienced great
17 things from Indra over his 20 years of service to
18 IVGID. He has the support of community, but he
19 didn't have enough of your support.

20 When we go and flip-flop from a positive
21 review to summarily dismissing him, that doesn't
22 seem appropriate without a performance plan. Please
23 reconsider your options.

24 You three do not have the support in this
25 community in this regard.

1 MS. COLVIN: I'm Kathy Colvin. I've been
2 here 40 years. 40. I beat almost of you.

3 When I drove in the very first night, the
4 only thing I saw was a light in the racket club. I
5 said, this is not going to work.

6 I'm very disappointed in the way our
7 general manager is being treated. I think he is an
8 exception to the rule for this area, and for most of
9 the people he would deal with that come from other
10 areas.

11 He is a tremendous, cohesive part of what
12 this community should be for all of us. He is
13 someone who can take a sentence and make it a book
14 to other people. He represents us to Los Angeles,
15 New York, San Francisco, other places that have
16 general managers, and his face shines to other
17 people that want to know about this community.

18 I think the way he is being treated is
19 absolutely disgusting and absolutely not what this
20 town represents.

21 I ask you to reconsider and look what he
22 has done. He has a very happy, cohesive employee
23 staff. I've checked with several of them, they
24 really like working under him and like working here
25 and representing us. Please think about it, and do

1 something that's more positive. He doesn't deserve
2 what he's been handed.

3 Thank you.

4 MS. SHACKFORD: Kay Shackford, 891 Donna
5 Drive, 30-year Incline Village resident.

6 My comment is addressed specifically to
7 Sara Schmitz. I lovingly suggest that should you
8 vote to authorize the board Chair to execute a
9 separation agreement with Indra Winqest, your very
10 next act should be to resign your position as
11 trustee.

12 It doesn't matter how nice you are or how
13 friendly you seek to be or how many times you attend
14 the Conversation Cafe, according to your own
15 statements, people need to be judged by the results
16 of their actions and there should be consequences.

17 Those of us who pay attention agree that
18 Indra knows our community inside out, that he put
19 together a strong team and leads them well, that he
20 led IVGID and us through the pandemic, that he
21 encouraged involvement by wealthier members of
22 community that have greatly benefited our children,
23 and that he sought to be wise counsel to the board.

24 And most of us know that he's not been
25 able to keep the current majority on the board from

1 implementing a series of precipitous disastrous
2 decisions, some of them irrevocable, which will
3 forever change the character of our community and
4 not for the better, though he tried to the point
5 that the current majority on the board was about to
6 entertain firing him for insubordination.

7 His sin was seeking to influence the board
8 toward wise decisions that actually represent the
9 interests of the community.

10 Your sin, Sara, was personally causing the
11 first of those precipitous disastrous irrevocable
12 decisions. You voted no on what needed to be a
13 unanimous yes vote on a \$26-million extension to the
14 Rec Center. This, in spite of discussions you had
15 with Indra, and the days leading up to the vote in
16 which he explained to you the need for unanimity
17 whether or not individuals might personally prefer
18 some changes to the design, you voted no. Your no
19 vote denied the youth of this community that
20 extension with all the clubs and activities that
21 could have had a home there. And you have refused
22 to accept responsibility for your action and its
23 consequences.

24 I believe, as you say you do, in
25 responsibility and integrity. I also believe in

1 reciprocity. So should you vote to authorize the
2 board chair to execute that separation agreement,
3 your very next act should be to resign as trustee.
4 This loving act would keep the board majority from
5 proceeding with the rest of those precipitous
6 disastrous actions, would avoid the humiliation of
7 your being recalled, and might begin to restore your
8 reputation in the community.

9 Thank you.

10 MR. NOLETT: Chris Nolett, 765 Lakeshore.

11 I'll make two comments tonight. The first
12 comment is in my role as the chair of the IVGID
13 audit committee. During the board meeting on June
14 14th, I heard a number of public comments about our
15 GM having built the dream leadership team. That may
16 be the case in several instances, maybe most notably
17 Diamond Peak, however, as it related to the finance
18 team, as one resident recently put it late last
19 year, the accounting and finance side of IVGID is in
20 shambles.

21 During -- our current director of finance
22 is suddenly resigning, effective July 3rd.
23 Therefore, beginning on July 5th, the senior
24 financial leadership team will consist of one
25 temporary or new employee with less than a week of

1 experience at IVGID, serving as our acting director
2 of finance with both the next two senior positions,
3 controller and revenue manager, both being unfilled.

4 As a matter of fact, and not judgment, one
5 new temporary leader and two open positions out of
6 the total of eleven can't possibly constitute a
7 dream team by anyone's standard.

8 My second remark will be that as a
9 resident, and it's really for everybody here, all my
10 friends and neighbors and so on, not so much the
11 board. In the context of all the vitreal that is
12 currently swirling around our community, one recent
13 behavior must be called out. I hope that all of us
14 can agree that doxing anyone in our village is
15 unacceptable.

16 On or about Sunday, September 18th, an
17 employee of IVGID posted on Facebook the home
18 address of Trustee Schmitz. This post, and at least
19 one that followed, encouraged people to drive by her
20 home, honk, be disruptive, and consider driving
21 through the front yard and their flower beds. I
22 hope it's an easy consensus for all of us to say
23 that this is totally unacceptable.

24 Myself and several others, independent of
25 any input or discussion with Sara Schmitz, discussed

1 this is categorically unacceptable behavior. I've
2 discussed it with IVGID HR, who has in turn engaged
3 outside legal counsel to study this matter and
4 consider what action should be taken against this
5 employee.

6 Again, not only is this behavior
7 unacceptable by an IVGID employee, but to make
8 matters worse, we pay his salary. As an unwarranted
9 courtesy, I've not disclosed this employee's name in
10 this public comment tonight, but I may well do so in
11 the next meeting.

12 I think we all need to take heed of this
13 event as an indicator that our public discourse has
14 gone too far, a little over heated, and past any
15 acceptable boundaries.

16 Thank you.

17 MR. WANG: Good evening. Mike Wang, 72
18 Golfers Pass, moved here in 1992.

19 There's an old saying, "The proof of the
20 pudding is in the eating." Let's see how IVGID has
21 done over the past years. Let's see how the IVGID
22 team, the board and the staff, has done. And to
23 make this comparison fair, let's look at the
24 information, the evidence that you included in the
25 last four years of the annual comprehensive

1 financial report. That's fair; right? And that was
2 documented in audit letters produced by independent
3 auditors.

4 It's important to note that the APCR is
5 prepared by IVGID staff and BOT approved. In other
6 words, the IVGID board approved and endorsed the
7 APCR findings.

8 Let's talk about what they found. In the
9 period 2019 to 2022, the independent auditors
10 concluded, "Based upon the audit that there was a
11 reasonable basis for rendering an unmodified or
12 unqualified opinion that the District's financial
13 states are fairly representative in conformance with
14 GAP, generally accepted accounting practices."

15 This is good news. You want a report that
16 needs no modification or no qualifiers, and you
17 received those reports for the last four years.

18 So I went further. I went to the last
19 four years of financial reports, the ones, again,
20 that you submitted. They are voluminous in detail.
21 I prepared a chart, which I will not bore you with,
22 that provides some salient date of summarizing what
23 the date is showed. But I'll, without belaboring
24 the point, tell you a few things.

25 Net assets for IVGID went up ever year

1 since 2019, from 153 million to 164 million in 2022.

2 Unrestricted funds increase from 31.8 million to
3 45.44 million.

4 In other words, year over year, the amount
5 of unrestricted funds that can be used to meet
6 obligations increased. IVGID was in better shape
7 year over year.

8 The general fund balance increased year
9 over year. Even better, IVGID retired more debt,
10 retiring \$860,000 of debt -- and don't shake your
11 head, that's in the audit -- in 2019, and increased
12 the retirement to 930,000 in 2022. These are on
13 your website. They are extracted directly from your
14 audit reports, and not even the reports that
15 IVGID -- not even the text that IVGID staff reports,
16 but actually the audit reports themselves. These
17 are audited numbers by impartial and reputable CPAs.

18 MR. KATZ: Good evening. Aaron Katz, PO
19 Box 3022. I have several written statements I
20 request be attached to the minutes of the meeting.
21 I've given them to Trustee Tonking.

22 I'm confused what all of this talk is
23 about today in support of Indra. The reason I'm
24 confused is because Indra sent out a special
25 announcement on June 19th. It was a press release

1 where he told us he had decided to separate from the
2 District because it was the right decision for he
3 and his family. Not that he was being forced out.
4 Not that he was being terminated. I believed what
5 Indra said. Now I'm wondering was that the truth.

6 It would be one thing if Indra wanted to
7 separate and do what's best for his family and
8 himself, and I would respect that.

9 But once the board packet came out, we
10 learned the truth. And the truth comes with
11 strings. And there's \$300,000 or more in the next
12 year of strings, and that's where I draw the line.
13 You're either going to separate for the reasons you
14 stated or you want to extort \$300,000 out of us.
15 And I ask you not to give him the \$300,000.

16 Moreover, Indra has requested that any
17 disparaging evaluations not be shared with the
18 public. That means he wants us to hide those
19 evaluations, the truth that the public wants. I'm
20 against that.

21 Indra is requesting, furthermore, that he
22 keep the door open to his rehiring in a scant
23 18 months. Well, surprise. If I add 18 months, it
24 turns out there may be a new board. Well, there
25 will be a new board and new members, maybe, and they

1 may be more inclined to the views of some who have
2 spoken before me than what we have today.

3 All in all, this is no way, it's a stupid
4 decision, vote against it, please. I'm asking you
5 board members to hold your ground, do not be
6 bullied, vote what's right, whatever you think is
7 right, and not be fearful of this pending recall of
8 Trustees Dent and Schmitz.

9 Now, if you're going to cave to the
10 recall, then I've got a problem with that. I hope
11 that doesn't happen. But I'm inclined to sign the
12 petition for your recall, Trustee Schmitz and
13 Trustee Dent. I don't want to do it, but I will do
14 it if that's what you vote.

15 So, Mr. whiner Riner, where are you?

16 Thank you.

17 MR. WELCO: Good afternoon, everybody.

18 I was blessed with the opportunity to
19 spend the first 21 years of my life in this
20 community at 560 Dale Drive, and as long as I can
21 remember, I've known Indra. When I think of a good
22 leader, first and foremost, I think of somebody that
23 should be a man of the people. And to me, ever
24 since I can remember, Indra has been the foremost
25 example of that in my life.

1 Every time going through rec league as a
2 kid playing basketball to him coaching me when I was
3 in middle school to just being around the Rec Center
4 and seeing him every single day being cheerful,
5 being happy, inspiring the community, and driving us
6 together. And you can see that, as a good leader,
7 he unified us because everybody who has come out
8 here tonight and spoken on his behalf, he brought
9 all those people together, and you can see the
10 displacement of him has caused this extreme
11 division.

12 I am not very well educated on the current
13 political situation, but I can speak to Indra as a
14 leader and somebody kids in this town can look up
15 to, as one of those kids who grew up looking up to
16 him, and I can say that recalling him as GM would be
17 an extreme, extreme mistake.

18 Thank you.

19 MR. LARSEN: Thank you and good evening.
20 My name is Peter Larsen. My mother was the
21 Mr. Larsen that came before me.

22 Please excuse me, I don't have prepared
23 remarks today. Just like Mr. Welco who spoke before
24 me, I am 24 years old, I've lived in this town my
25 whole life, and Indra was of my coaches growing up.

1 I can't speak to the current politics of
2 the situation, but what I can speak to is his
3 character. This man has been a positive role model
4 in my life growing up and many of my friends growing
5 up. The impact he's had on scouting, this community
6 as a whole, I think speaks for itself.

7 I'm happy to come here and just go to bat
8 for a man of character, and I think everyone behind
9 me is in the same place. I am a math teacher. I
10 don't think it takes a math teacher to see that the
11 people here who support him far outweigh those that
12 don't.

13 I'm coming here just to go to bat for
14 Indra because he's done it for me, he's done it for
15 this community, and I know he would do it again.

16 Thank you.

17 MR. PARIS: Appreciate the opportunity to
18 come before you and speak. I was here nine days
19 ago, and I guess the biggest thing I have to tell
20 you is three points.

21 One, I'm just incredibly disappointed that
22 you haven't chosen to listen to the community. You
23 were elected to do just that.

24 I heard several people this evening speak,
25 and I want to key in on a couple words. I heard the

1 word "trust," you've definitely lost the trust of
2 this community. I've heard the word "process," and
3 I'm extremely disappointed in the process that
4 you've allowed to take care of.

5 I mentioned last Wednesday when I was here
6 that I worked for the two previous trustees before
7 Indra. Both of those guys left. They left under
8 some interesting circumstances. It did not divide
9 this community anywhere near this, and I call you
10 out for that. The way that you've handled this is
11 just not right. You could have done a lot better.

12 And the third point that I would bring up
13 before I exit this hot seat is that I would ask each
14 one of you, including Sara behind the screen, when
15 you get up tomorrow morning and brush your teeth and
16 you look in the mirror, just do a real gut check.
17 If you're going to appoint Mike, Mike is a great
18 man. Mike has done an excellent job at Diamond
19 Peak. I worked with Mike years ago. You could
20 absolutely do a lot worse, but I'm asking you to do
21 a gut check because if you treat Mike the same way
22 you treated Indra as a whole, if I were you I would
23 just be embarrassed. The process that he's gone
24 through is just debilitating to this community.

25 Mike does a great job up at Diamond Peak,

1 it's one of our better revenue-producing venues that
2 we have. Let him do what he's good at doing.

3 You haven't announced whether or not
4 you're going to go to a search, whether you have
5 somebody in your back pocket that you're just going
6 to appoint. That's the transparency thing that you
7 all campaigned on that's been absolutely neglected
8 in this whole process.

9 So whatever you're going to do going into
10 the future, do a gut check and choose the right
11 person. And once you choose the right person, you
12 need to treat them with respect, which you haven't
13 done.

14 Those of you that are doing backdoor
15 deals, using your own personal email to conduct what
16 you consider to be IVGID business, phone calls
17 amongst yourselves, that's not right, folks. There
18 are laws that prevent that.

19 There's a reason why you're elected to be
20 a trustee and work at the board level, up here, and
21 set policy. When you get into the weeds, and you
22 try to direct staff out there in the field, Sara,
23 that's wrong. It's not only wrong, it's illegal.

24 I'll end this with my last 25 seconds with
25 I'm very proud and honored to put my name on the

1 recall ballot. Sorry, Frank, I'll admit who I am,
2 and you can use my name however you want to. I'll
3 stand up for my address, my address is 1320 Tirol
4 Drive. You want to drive in my front yard, please
5 be my guest. You better have a pretty high truck to
6 get over the brick wall that's in front.

7 But anyway, I'm putting my name on it, and
8 I think it's the right thing to do.

9 MR. LeFRANCOIS: Michael LeFrancois, 862
10 Southwood.

11 I wanted to share my experiences living
12 and working for IVGID -- living here and working for
13 IVGID. When I started here, for a long time IVGID
14 HR's pitch was live, work, play, and that was me. I
15 spent a lot of time in the beach, in the water. I
16 was looking to achieving a full ten years with
17 IVGID, and I fell short of that. But I was really
18 striving for it, especially because for a period of
19 that time, I did not live in the District, and
20 having access to the beach, for me, was huge.

21 It was time to move on. The people above
22 me all fell victims to the stresses of the board and
23 that beared on me quite a bit when I decided to
24 leave. I feel, especially for employees, that have
25 retroactively lost their beach access.

1 When I first started at IVGID, I was
2 heavily involved with the effluent pipeline project,
3 myself and others, and the IVGID engineering
4 department had solid training in underground
5 utilities, trenches, pipeline design.

6 It became clear to me towards the end of
7 my tenure that the board had little trust in their
8 own staff, in their own staff's expertise, and is
9 totally disrespectful to your authority on technical
10 matters. This began a revolving door. I had four
11 managers in two years.

12 I've seen this disrespect persist
13 throughout other district projects, and it's
14 concerning that certain board members can't trust
15 their own talented staff in this pattern that's gone
16 on for at least five years that I've seen.

17 I'm concerned that replacing staff is not
18 the solution, and that the board just needs to
19 adjust expectations. Driving away your employees en
20 masse is ludicrous.

21 I'm a supporter of GM Winqest. Aside
22 from all of his accolades, he is here now and a
23 value to the District. I hope he's still here. I
24 know he is in Mexico.

25 I don't follow the logic to let him go.

1 As an example, from my observations over the years,
2 it seems like a petty argument starts over \$4,000,
3 that turns into a \$40,000 audit, that now is going
4 to be -- what could be a \$400,000 ticket to fix
5 this. It doesn't make any sense.

6 I'm not an accountant and I trust staff to
7 do their jobs. I know you all as board members
8 likely have your heart in this, and I should trust
9 you to make sound decisions. We should think we
10 need to do better. We should think more in terms
11 of -- less in terms of who's right and who's wrong,
12 and that we're just different.

13 So, thank you for my comments tonight, and
14 I think we can do better.

15 MS. MILLER: Good evening, Trustees.

16 I really feel you're in a very, very
17 difficult position. And I think a large part of
18 that stems from the process that's dictated by the
19 State of Nevada, that you have to have reviews in a
20 public meeting. How one does that is just beyond
21 me, and I understand the public wants to know, what
22 is it? What was in those reviews that Indra
23 apparently doesn't want to be made public?

24 And it seems to me that is the driving
25 force for this, but, as trustees, this is your one

1 employee. You have the right to let that employee
2 know where your evaluation is. I think a lot of
3 effort went into to try and make it a less
4 subjective evaluation, but we won't be able to see
5 that. It's likely we won't. Perhaps we will.

6 But it's just very unfortunate that this
7 type of review is mandated by the State.

8 The other thing I wanted to mention is
9 there have been a lot of comments where people talk
10 about Indra's likability, and I think he would be an
11 absolutely wonderful public relations manager, but I
12 know the reviews are based on much more than that.

13 Mr. Wong came and spoke about the
14 financials, but what I think he may not have taken
15 into consideration, the reason our net position has
16 increased so much, is because the last few years
17 we've had this mandate from the prior board to
18 charge a rec fee, even though we didn't necessarily
19 have the expenses. And besides that, we had
20 budgeted projects in the millions of dollars that
21 were never executed, as you're well aware.

22 So, yes, our net position increased, but
23 only because millions of dollars were extracted from
24 the property owners unnecessarily.

25 I do think there's been a lot of progress

1 in that, and I don't think this board is getting
2 proper recognition for doing that; instead they're
3 being criticized.

4 The other thing I wanted to mention, yes,
5 the financials are in disarray, as your own audit
6 committee member has pointed out, and people who
7 don't come to these meetings, don't look through
8 board packets and see the detail and understand
9 what's happening, all they see is the good, which
10 there's a lot of, but they don't see the negatives.
11 And here they are making a lot of noise over things
12 they don't understand.

13 Thank you.

14 MR. WATSON: Hi. My name's Rob Watson, I
15 live on 361 County Club Drive.

16 I'm here because I do understand things
17 that affect my property value, and the decision not
18 to take \$26 million and improve our District was a
19 really stupid decision.

20 You know, I also have heard that Indra's
21 review isn't even complete. I would like to say
22 there's probably 150 people outside that have a
23 review for the trustees that are on the recall
24 initiative, and I plan to support that.

25 The turmoil in this town is unbelievable.

1 And, yes, shame on me, I've only been here
2 five years and maybe I didn't pay attention to the
3 politics. But to hear that there's potentially
4 backdoor deals, emails using personal emails, texts
5 amongst three trustees, you know, I don't know if
6 that's true or not, but if it is, it's a total
7 violation and it's very unethical.

8 It's disturbing that the actions of this
9 board have caused so much unrest in our community.
10 I've been up in this area of 25 years; I haven't
11 lived here that long, I was down in Carson City and
12 ran a business there. I knew how to take care of my
13 employees, and it sounds like we have a problem with
14 taking care of our employees here.

15 What I've heard is that we've got four
16 times the vacancy rate, we don't have a controller
17 position that we haven't been able to fill, we have
18 a CFO that's leaving, and now we want to
19 terminate -- and that's right, terminate -- the GM.
20 And I've heard there's other senior leaders in this
21 community, employees that are on the docket next. I
22 hope that's not the case, but I have seen evidence
23 of micromanaging at this board level.

24 I'm on numerous boards, and I've run
25 businesses. You got to let your employees do their

1 thing where you put them in and give them corrective
2 action. I don't know if there's ever been a
3 corrective action filed with Indra. I've net met
4 him, but I've heard a lot of good things about him.

5 I just hope that you'll rethink the
6 direction that you're trying to take this community,
7 because it's really upsetting a majority of
8 community.

9 Thank you very much.

10 MR. PLASTIRAS: Good afternoon. My name
11 is Chris Plastiras, I've been here 44 years. I live
12 at 823 Freels. I have cameras, so feel free to do
13 what you want.

14 I own Lakeshore Realty. Yes, I'm a
15 realtor. I'm not speaking on behalf of the
16 realtors. I served for 12 years with the North Lake
17 Tahoe Fire Protection District. I served on their
18 board. And first of all, I would like to thank you
19 for being here, even if I don't agree with three of
20 you, you have given the time and the effort and the
21 commitment. But I want to share a few things
22 because so many eloquent speakers have addressed the
23 matters that I wanted to bring up. And here's what
24 I am going to suggest:

25 First of all, when I took the job, I went

1 around and I met the core of the Fire Department. I
2 met the employees. I met them one-on-one, and I
3 said, "How can we make this a better fire district?"

4 And the first one I met say, "You know
5 what we need? We need advanced life support on the
6 engines."

7 I said, "What's that going to cost?"

8 And they said, "Check, but it's a five
9 percent pay increase and that means when somebody
10 has a heart attack, we're ready for them."

11 And then the next person I talked to said,
12 "You know what we need? We need better water
13 rescue."

14 As a matter of fact, we were at a board
15 meeting very similar to this, and one of my very
16 close friends, I listened to him drown because we
17 didn't have the proper equipment. Well, we fixed
18 that.

19 What I'm trying to tell you, look,
20 everybody's got a point, and even though I don't
21 agree with everybody, you have to make some serious
22 changes. You lost an incredibly valuable employee.

23 The employees that I speak to at IVGID,
24 they are disheartened, they're feeling that they're
25 not wanted, that they're not appreciated, and

1 they're going to be leaving by droves. We have a
2 real problem here, and this need to be addressed.

3 The next thing I'm going to suggest to
4 you, please, if you have meeting, don't be afraid,
5 have it in a venue where everybody could sit and
6 listen, because we might learn something.

7 And finally, I would like to say that I
8 don't know how you're going to fix this because I do
9 know one thing about this town, they are passionate,
10 and they don't forget. So I'm afraid we're going to
11 lose three of you, and maybe we could have saved you
12 and maybe you could have done a better job for us
13 learning from this tragic event.

14 I thank you for your time.

15 MS. KNAAK: Hi. Yolanda Knaak, Martis
16 Peak Drive, Incline Village.

17 First of all, I want to say that recalls
18 are rarely successful. The only one I've ever seen
19 successful was when Governor Gray Davis was
20 recalled, and Arnold Schwarzenegger, who was very
21 popular as an actor was on the ballot to replace
22 him. Also, recalls are very expensive, and it also
23 means holding another election.

24 Please keep in mind that Dent and Schmitz
25 will be up for reelection next year. So my

1 recommendation is actually a no on the recall.

2 As far as Indra Winqest, I really like
3 him, plus I think he has potential. Although, there
4 has been unfortunate issues come up, like the golf
5 course snack bar losing a lot of money for the last
6 two summers, and that money was, of course, supposed
7 to balance out the losses of the golf course.

8 I don't know -- because it hasn't been
9 made public, I don't know other information in the
10 complaints about Indra. It's sad that there was no
11 one on the board and no consultant brought in to
12 really help him excel to his full potential. And,
13 of course, if it's not too late, I'm always hoping
14 that -- or I am hoping that could be rectified.

15 Last year, a consultant was brought in to
16 help with his evaluation, but somehow it ended up
17 being a slam Schmitz event, and Indra did not get
18 any help from that.

19 So in the next election, please be careful
20 how you vote. Thank you.

21 MS. JOHNSON: Good evening, trustees.
22 Sara Johnson, 785 Mays Boulevard.

23 I appreciate the opportunity to speak with
24 you today. I'm a full-time resident and property
25 owner in Incline Village. Our family, including my

1 three school-aged daughters, all take advantage of
2 what IVGID has to offer: Swim lessons at the Rec
3 Center, skiing at Diamond Peak, summer camps, and
4 more. We love being part of this community.

5 I watched the June 14th board meeting live
6 stream last week, as I often do, after getting home
7 from work and after school activities, having dinner
8 with my family, and getting my children to bed.
9 Many of us full-time residents are not able to
10 attend the board meetings due to work and family
11 commitments, but we are watching and we are
12 listening.

13 Today's agenda contemplates executing a
14 separation agreement with our general manager.
15 There are many people here tonight to speak on
16 behalf Mr. Winquest's character. I would like to
17 speak on behalf of his performance, as reviewed by
18 you, the Board of Trustees.

19 Indra was promoted to general manager in
20 July on 2020. His first evaluation as general
21 manager was September of 2021. He was rated as
22 meeting or exceeding the summary core competencies
23 by all trustees, including Trustees Tim Callicrate,
24 Matthew Dent, Michaela Tonking, Kendra Wong, and
25 Sara Schmitz.

1 His second evaluation as general manager
2 occurred on June of 2022. The format of the
3 evaluation changed, but Mr. Winquest was scored as
4 outstanding by three of the five trustees,
5 Callicrate, Tonking, Wong, satisfactory by Matthew
6 Dent, and needs improvement by Trustee Schmitz.

7 The published performance evaluation
8 demonstrates the general manager's success in
9 meeting or exceeding the board's expectations, even
10 while managing through a global pandemic and
11 unprecedented staff turnover at the District.

12 Over the past three years, there has been
13 approximately 25-percent turnover in IVGID staff,
14 including critical senior positions, such as
15 director of finance, director of public works,
16 director of human resources, and many more.

17 General Winquest is one of the few
18 remaining staff at IVGID with over 20 years of
19 experience and institutional knowledge. That
20 knowledge is critical to the successful management
21 of IVGID's recreational -- excuse me -- essential
22 services to provide clean water for drinking and
23 fire protection, the collection and treatment of
24 sewage, and the recreational services that form the
25 bedrock of our community.

1 In summary, you are contemplating
2 separation with a general manager who has tremendous
3 community support and has met or exceeded the
4 performance evaluation expectations of all but one
5 trustee, Sara Schmitz.

6 You are considering a decision on behalf
7 of our community that will cost the District rate
8 payers more than \$260,000. I consider that
9 financially irresponsible. I consider the lack of
10 due process for performance improvements unwise.

11 I respectfully request that you fulfill
12 your performance responsibility as trustees and
13 scheduled and conduct the general manager's
14 performance review as soon as possible.

15 MS. ALBER: Good evening, trustees.
16 Dr. Mary Alber. I live on Allison Drive.

17 I am a nearly 20-year resident, raised two
18 kids through the system, and I have, for probably
19 12 years, been actively working to help the
20 education system in Incline rise to be excellent and
21 attract lots and lots of new residents and families.

22 Right now, we're facing a problem, which
23 is declining enrollment in our public schools,
24 causing the District to tell us that we must close
25 the middle school. And one of the summary

1 conclusions I find is that we are failing as a
2 community to attract families and keep families here
3 and make our community state of art for everyone,
4 including youth, parents, business owners, and
5 seniors. We are failing, I would say, as a thriving
6 community.

7 And when we came here 20 years ago, my
8 husband and I thought, what a dream, heaven on earth
9 to live in Incline Village. But with the years of
10 disfunction in IVGID, with the infighting, the
11 vitreal, the ability to not even want to come to
12 meetings anymore, we wonder if we made the right
13 decision.

14 And I am so grateful for Michaela Tonking
15 and others who have stepped up to lead this
16 community in the right direction. I am, with a
17 heavy heart, saying that I believe we are going in
18 the wrong direction by this specific decision about
19 surprise pulling of the contract for our GM, as well
20 as failing to accept a major donation to improve our
21 community for our students at the Rec Center, and
22 now, we are at risk of not having a middle school.

23 So with my short remaining time, I want to
24 suggest -- I hate being in a position of taking
25 sides, because I'm a bridge builder, and I would

1 like to offer that we recover from this incident in
2 a way that we work together to create an innovative
3 center for thriving, for innovation, for education,
4 for work, play, create together, and that the IVGID
5 board becomes active in the role of bridge building,
6 rather than creating and supporting the divisiveness
7 that has been becoming more and more a problem in
8 this community.

9 So, thank you for listening. Please do
10 the right thing.

11 MR. ZOOK: Good evening. Dwight Zook
12 (phonetic), 978 Fairway View Court.

13 I'm only a three-year resident here at
14 Incline Village, so I'm wondering, is it always
15 called the IVSO, the Incline Village soap opera?
16 It's interesting that we're gathered here post-week
17 from a meeting. It's ultimately -- most of -- a lot
18 of the citizens are down on the beach and it's happy
19 hour right now. Why are we here on a Friday night
20 on a weekend? Really very odd. Is there something
21 to hide? Do you want to minimize the crowd? At
22 least I don't see the police officers out there, the
23 sheriff out there this week.

24 It's fishy and it's revealed as
25 underhanded and deemed as shenanigans.

1 First of all, I've never met Mr. Winquest,
2 so I don't know how nice he is. So, let's see,
3 collectively, the five of you, sitting here, had
4 served for elected periods of a total of 16.5 years,
5 with Mr. Dent leading at a total of seven and a
6 half, altogether, that is.

7 And you're presiding over an individual
8 who has served Incline Village for over 20 years,
9 with four of those years being as a general manager,
10 three of them after he was appointed in 2020, one
11 year prior to that. So, it's just very odd that you
12 guys come in here and he's the problem, and he's
13 been serving this community longer than any of you.

14 And I understand you're on an audit
15 committee, Mr. Tulloch, but that's not in a leading
16 position.

17 In recent weeks, I've heard from two prior
18 trustees that they were very supportive of
19 Mr. Winquest, and one of them actually stated -- and
20 he served longer and it wasn't Mr. Callicrate --
21 that Mr. Winquest has been treated fairly poorly.
22 In fact, he's being screwed. Those were his exact
23 words, "He's being screwed by the current Board of
24 Trustees."

25 Some of you have interesting backgrounds

1 and qualifications for trustee duties. If any of
2 you have ever served in fortune 10, 15, 100, or even
3 200 companies, you would appreciate the ethical
4 protocols when dealing with an individual's
5 livelihood as well as their employment termination.
6 Aside from blatantly and deliberately breaking
7 established goals, corporate rules, or HR rules,
8 such as embezzlement or sexual harassment or
9 competitive commingling, most employment law
10 supports a series of notices, warnings,
11 restrictions, or some other probation for
12 performance shortcomings. Not meeting your
13 objectives and your goals is usually handled over
14 increased training, more observation, and meetings
15 quarterly.

16 I do have more to say, and I know I'm
17 running out of time here. But the guy's got one
18 year left, you're going to spend \$250,000 on his
19 salary and whatever you're paying somebody else.
20 Have you even started a search yet?

21 MR. SINK: Hi. Phillip Sink, 1499 Tirol.

22 I'm not here to talk about Indra. I've
23 never met Indra. I don't really have an opinion on
24 Indra.

25 I'm here to talk about all of us, the body

1 politic of Incline Village, and all of you. You're
2 supposed to be a representative government. The
3 vast majority of public comment I've heard, the vast
4 majority of people around town, support our current
5 general manager. There is a relatively small
6 majority, who is hostile to most interests of the
7 town, that is in favor of a change in management.
8 You might think it's the right thing, but you need
9 to consider who you're representing.

10 IVGID is not perfect, therefore, Indra's
11 is not perfect. There's a lot to do. I agree that
12 the financial books are a mess, they are a problem.

13 But the citizens of this town see good
14 value from the venues and from IVGID and from our
15 staff relative to the property taxes and the fees
16 that we pay. The package works. We're community
17 minded. I love Diamond Peak. I love the Burnt
18 Cedar pool. I don't play golf. I think it's very
19 silly game, but I don't begrudge supporting the golf
20 course. I don't have an issue with it, and most
21 people don't here either.

22 So, you're not listening to us. So let's
23 talk about who you are listening to. You're
24 listening to Mr. Dobler. He's a very smart guy. On
25 his bio, he states he spent a lot of years in

1 distress debt investing. Distress debt investing is
2 a form of vulture capitalism. In nature, vultures
3 are a useful thing. In capitalism, vulture
4 capitalists are a useful thing. They take a dead
5 thing and they strip the pieces of value off of it,
6 and they leave the skeleton.

7 I am a lifelong management consultant,
8 it's what I do, I can't stop fixing and consulting.
9 It drives my wife crazy at Thanksgiving because I
10 consult on making a turkey.

11 Lifelong vulture capitalists can't stop
12 killing things and stripping them for parts. That
13 is what they do. None of us can ever change our
14 stripes. Is IVGID something you want dead and
15 stripped for parts? Because that's the agenda
16 you're supporting.

17 Then we can talk about Mr. Katz, a
18 convicted felon, a vexatious litigant, not my term,
19 it was in the judgment. It's a longtime consensus
20 that convicted felons have lost the right to
21 participate in civic society. It just is. We hear
22 complaints from him that IVGID employees and the
23 general manager don't pick up the phone and respond
24 to his demands. I suggest for the employees and for
25 you that when a felon that wants to draw you into a

1 lawsuit calls on the phone, hang up. Don't talk to
2 him.

3 Now, let's talk about the board.
4 Chairman Dent, you're responsible for these meetings
5 and the conduct of the trustees. Like I said, I'm a
6 lifelong consultant, I work with boards and CEOs
7 everywhere. I have never seen an effective
8 organization where the board of directors sits at a
9 table and has the CEO sit in staff chairs to be
10 called up like a school kid when you want to talk to
11 him. You know who does that? The Port Authority of
12 New York and New Jersey, which is among the wasteful
13 and corrupt organizations I have ever seen. Don't
14 be like them, please.

15 Thanks.

16 MS. MURRAY: Leslie Murray, Fairway View
17 Court, Incline Village.

18 My goal today is to attempt to change and
19 enlighten the board on positive ways to interact and
20 be a champion for the staff that works for Incline
21 Village.

22 In my opinion, you are not their bosses.
23 While you probably are the boss of the GM, you are
24 not the boss of staff. Staff has supervisors and
25 managers, whom I assume have trained the staffers,

1 told them what their job responsibilities are, et
2 cetera. In my opinion, I would hope that you would
3 not break that chain of command, and when you need
4 assistance go through the proper channels.

5 For over two years, I have heard that
6 certain board members treat staff poorly, which is
7 not your role, not your job, and certainly isn't
8 necessary.

9 You should be empowering staff to do their
10 best. You should be encouraging and working with
11 them, and together you will see better results.

12 I read the approved board minutes from
13 last year where Sara had been completely out of line
14 with an employee. First, it's not her job to sit in
15 a hostess booth and observe an employee. And when
16 the employee had to tell a family they could not
17 enter the beach property, she was correct. But then
18 a wonderful and gracious resident offered to sponsor
19 them into the beach. They had a Picture Pass card.
20 What a great and wonderful kindness that that would
21 do that for this family or four. A wonderful,
22 wonderful gesture.

23 And Sara's unprofessional outburst was
24 wrong. Why do you care that they really didn't know
25 each other? Your hissy fit in yelling at the

1 employee in front of everyone is not something she
2 should be proud of. The employee was correct that
3 she could now allow entry to this young family.

4 This is an example of acting ugly. You
5 need to reconsider, Sara, how you can become a
6 positive and not negative person who prefers to say
7 no first.

8 I'd like to talk about the beach passes.
9 The board had three choices: Leave it alone -- you
10 didn't -- or as you did, ban employee's beach usage,
11 or you could have had an attorney -- hello -- write
12 up something that would have an amendment to squash
13 the made-up, unfounded fears of lawsuits.

14 You all chose the easy way out, and at the
15 same time, made sure that you further alienated
16 staff. Do better. Be kind. Be on the employee's
17 side. Be part of the team. You will get better
18 results, you all know that from business, because
19 they just might want to go the extra mile for you.
20 Continue as you do and nothing good will come of it.

21 And, lastly, Mr. Dent, I sent you an email
22 over a week ago, specifically requested a reply, and
23 you have never even said no, yes, or anything.

24 MS. TONKING: Excuse my dirty face. I had
25 to jet here straight from work. And let me say,

1 there's no place I'd rather be on a Friday night.

2 Questionable meeting time and still, look at the
3 turnout.

4 I was born in raised here in town, and I
5 am an ex-employee of the District. I ended as a
6 supervisor in the Parks and Recreation Department.

7 I think I told you well enough last week
8 why separating with Indra is a terrible decision for
9 our community. For you all not to recognize that he
10 is an invaluable asset to this district and to force
11 him out, which is what is happening, is beyond me.
12 But, perhaps, some of you sitting up there, or not,
13 might know what it feels like to be forced out soon
14 enough.

15 To see this board acting out the will of a
16 small minority in town rather than the greater
17 community is a shame. This board is meant to lead
18 the District.

19 I want to stay tonight that I stand
20 wholeheartedly behind Indra and behind the IVGID
21 staff. They are and have been the true leaders of
22 this District, not you. And it is about time you
23 figure that out and make the needed changes.

24 Tonight is an incredibly sad night. I'm
25 lucky, because as my friend in mentor, I'll still

1 get to have Indra's presence in my life. To this
2 community that raised me, I'm absolutely devastated
3 that most of you are going to miss out on the impact
4 that this man can have.

5 To Indra, thank you for your 20 years of
6 service. You truly deserve a round of applause. We
7 as a community appreciate you. We are so proud of
8 you, and if so decided, we will greatly miss you.

9 Thank you.

10 MR. DALTON: My name is Jack Dalton, I
11 live here in Incline for ten years now, almost,
12 since I retired as a physician. But I'm Jack Dalton
13 here, not a doctor anymore, I'm retired.

14 What is interesting here is that the
15 people -- this is about the third or fourth time
16 where people show up. I have never seen before --
17 I'd say when we were at the Chateau, I was probably
18 at 50 percent -- I mean, I was probably at
19 75 percent since '17. Since I've been here,
20 probably about half, and I've complained to the --
21 for the last couple of years that we should be at
22 the Chateau. For those who ask why we're here, this
23 is the third meeting that we've had that's here, and
24 we have -- there's a wedding tonight. Why it's on
25 Friday night, I don't know.

1 And then the other is thing Sara has some
2 medical issues with her surgery, that hasn't come
3 out either.

4 Now the next thing is, not only we haven't
5 seen people here, I've talked to a lot of people,
6 and what is amazing to me, how little they know.

7 And these people here, we're not running a
8 popularity contest; we're running a competency
9 contest, and that's not what we've seen. I think
10 the easiest thing to do is to look at the effluent
11 pipeline.

12 Now, they -- the previous head of the
13 board said -- and he was apparently the person
14 talking -- "I didn't know it was going to be
15 \$73 million."

16 In '17, it was 17. Then there's a lot of
17 mismanagement here financially, I'm not saying
18 personally, I'm saying financially. We need to
19 clean it up.

20 And thank you for the audit committee,
21 which is headed up by an experienced person, which a
22 previous trustee said, "What do we need an audit
23 committee for? They don't serve any purpose."

24 Well, that's not true. Even the miracle
25 or the oracle of Omaha was saying we have -- that's

1 Buffett, he happens to be from Nebraska, where I'm
2 from, and New York, but this kind of audit
3 committees that we used to have doesn't measure up.

4 So, I appreciate what the board is doing.
5 I totally support it. We're not running a
6 popularity contest, we're running a competency, and
7 hopefully we'll have it.

8 MR. MILLER: Appreciate your time.
9 Charlie Miller, Incline resident, ten years.

10 Last week or couple of weeks ago, I came,
11 and I prepared a statement. Tonight, I'm just going
12 to ad lib, for what it's worth.

13 Mr. Dalton, appreciate your comments
14 because I didn't know where I was going. I want to
15 tell you that not all of us are at a position to
16 come here every two weeks and be able to digest all
17 this. We have kids, we have jobs, we have other
18 activities that we need to be.

19 So just because we're not here, every
20 meeting, screaming at people here doesn't mean we
21 don't care. Because we elect our officials --
22 apparently we went wrong last time -- to represent
23 us. Right? And we made a big problem this last
24 time.

25 And I'm talking to you, Ray --

1 Mr. Tulloch, Mr. Dent, Ms. Schmitz, major mistakes,
2 and hopefully that's reversed. I'm disappointed in
3 you guys.

4 Indra has come so far in his career with
5 the District. And I challenged him when he first
6 took on the GM job, and he has stepped up. He knows
7 the budget, upside down. He pushes back when he
8 needs to. He's the right man for the job.

9 And it concerns me that you want to remove
10 him, you want to put Mr. Bandelin in the position,
11 and I have great respect for Mr. Bandelin, but I
12 have great respect in his position, not as a general
13 manager. So I feel like you have an ulterior motive
14 and a different plan of where you want to go, and I
15 don't know what it is. And I hope I don't have to
16 find out.

17 We're pushing out someone who has worked
18 hard here, for 20 years, has the District's best
19 plan, and he's committed to it. You guys insult him
20 biweekly. It's ridiculous.

21 You complain that we have too much money.
22 That we -- so we should be improving things. Right?
23 Let's do the beach house, let's do the effluent
24 line. The effluent line was cutting edge. The
25 reason it hasn't gotten done is because the

1 engineers left because they were getting brutalized
2 by this board and the people.

3 Yes, Mr. Tulloch. Fair enough. Fair
4 enough. Yeah.

5 CHAIR DENT: You can have an extra
6 ten seconds.

7 MR. MILLER: I see the clock. Thanks. I
8 appreciate you investing in the clock. This is
9 ridiculous. Keep Indra.

10 Thank you.

11 MR. LYON: Jim Lyon, 3rd Creek.

12 I've had 44 years experience as a leader
13 and manager, as an officer in the Army, and 24 years
14 in the defense industry, including management
15 training. One of the hardest tasks I've ever had to
16 do myself was firing a very wonderful person,
17 subordinate, and several of the managers themselves.
18 But because they failed in their management roles,
19 it was more important -- which was more important,
20 it was necessary take that kind of action.

21 This town, this district should not be
22 used as an OGT program for its general manager. As
23 wonderful a person and leader as Indra Winquest is,
24 and I agree he is, I have witnessed and attended
25 numerous Board of Trustee meetings where the general

1 manager was directed by the board to provide it with
2 specific reports, information, all different types
3 of financial or operations management, and
4 information in subsequent meetings, and it was not
5 provided.

6 It is obvious to me that a large number of
7 the speaking residents here tonight and other
8 meetings are either ignorant or chose to ignore
9 these repeated shortfalls, which have been
10 documented in the GM's performance reviews in the
11 past. And I'm confident it would have been in this
12 year's review.

13 There is also an ignorance of the review
14 and approval process that the board does with the
15 general manager as far as improvement or goals, and
16 so people seem to think that you're just making this
17 up without ever talking to him or giving him
18 guidance or anything.

19 I want to commend the board for doing the
20 difficult job that you're deciding to do, whichever
21 way it's going to go. I don't know what it's going
22 to be, but I trust it will be in the best interest
23 of the improvement district.

24 CHAIR DENT: That will close out public
25 comment in the room. Is there any participants on

1 Zoom?

2 MATT: There is. First one is Mr. Bill
3 Durka (phonetic).

4 (No response from Mr. Durka.)

5 MATT: Mr. Durka, if you wish to speak,
6 please hit star six or take yourself off mute. If
7 you would not like to speak, please say "pass" for
8 the public record.

9 MR. NELSON: We can go to the next caller
10 and circle back to Mr. Durka.

11 CHAIR DENT: Matt, let's go on the next
12 caller and circle back.

13 MS. NEWMAN: Linda Newman.

14 I applaud this board for your outstanding
15 commitments to improving our district's governance.
16 You are professional, qualified, committed, and
17 passionate in serving our community and fulfilling
18 your fiduciary responsibilities. Under Chair Dent's
19 leadership, I have seen the elevation of standards
20 for boar courtesy and discussion, as well as the
21 board majority intent upon increasing financial
22 transparency and accountability, improving
23 compliance with Open Meeting Laws and public records
24 request, making real progress on the effluent
25 pipeline, along with responding to our citizen's

1 concerns.

2 It is unfortunate that a former board, a
3 Facebook administrator, and others have weaponized
4 social media to mobilize wide-spread discontent with
5 two of our most organized, hard working, and
6 prepared elected trustees.

7 Through selective facts and uninformed
8 opinions, strikingly false accusations and
9 allegations have been rendered. Individuals intent
10 upon presenting accurate and documented information
11 have been bullied with rants and pseudo facts.

12 This is not the first time this has
13 occurred. The model of political assassination is
14 with true blue facts. I had hoped that the carnage
15 from these vile tricksters would have put an end to
16 more of the same; it hasn't.

17 Annually, our board holds a public
18 performance review of the general manager. Last
19 year was a travesty when a hired consultant wrote
20 those reviews and submitted his interpretation
21 rather than his historical precedent of those
22 reviews actually being written by each trustee.

23 This year, the GM chose not to have his
24 performance publicly reviewed, and determined, in
25 accordance with his contract, to separate from the

1 District.

2 Apparently, some believe he didn't want to
3 leave, and it is the fault of trustees. Others
4 believe he should stay and trustees who don't
5 approve of his performance should be removed.

6 Contrary to social media posts, the board
7 does not serve at the pleasure of the GM. We elect
8 our trustees. The GM is appointed and reports
9 directly to the board. Despite this, a minority
10 want to use a recall to invalidate the will and
11 votes of the majority. Despite this, also want to
12 nullify the fiduciary duties of our trustees to
13 ensure that our district is competently and
14 professionally managed.

15 Not long ago, a mob stood up to support GM
16 Pinkerton, and verbally demonized a well-respected
17 trustee who immediately resigned while Pinkerton
18 stays. What followed under the two previous chairs
19 was an almost completely disfunctional government
20 without internal controls and a pile-up of very
21 expensive consequences and liabilities.

22 MR. DOBLER: This is Cliff Dobler, 995
23 Fairway. I never mentioned it, but I'm also a
24 30-year resident of -- my wife and I -- Incline
25 Village.

1 I wasn't going to speak about anything
2 tonight, but when my name comes up and I hear crazy
3 things said about me, I get a little bit perturbed
4 about it.

5 First of all, not about me, but about this
6 fellow that talks about the great financial
7 statements. If he only read the report and
8 subsequent reports behind the opinion, the auditors
9 have stated for the last three years that there's
10 been material weaknesses in internal controls.
11 Internal controls are one of the big issues of good,
12 complete audits, and I'm now glad that Chris Nolett
13 is the chairman of the audit committee. He has
14 great experience in that, and I think he'll get a
15 good finding that we have to get our internal
16 controls in order.

17 Then the second thing that I kind of found
18 amazing is at the last meeting, I gave a statement
19 congratulating Mr. Bandelin for doing a good job at
20 Diamond Peak, because he certainly did to do a good
21 job, and somehow that's been construed that I
22 secretly went to the board and asked Mike Bandelin
23 to be interim the general manager, which I didn't
24 do.

25 So I think that's pretty bad that a person

1 would come out and make an accusation like that,
2 when all I was doing is congratulating a person for
3 doing a good job.

4 And then we got the suede shoe guy with
5 the suit on that considers that my life in distress
6 debt that I worked for almost 20 years, that I'm a
7 vulture, and I strip them down naked. Well,
8 actually, if they knew all the borrowers I had,
9 which was probably about 300 of them and it was all
10 commercial property, I helped every one of them. I
11 gave them appropriate discounts, put them back on
12 their feet, got them straightened away, had them
13 work their projects, and eventually they were able
14 to pay me off at less-than-par value. Of course I
15 bought it for much less than that from the stupid
16 banks. But at any rate, I didn't hurt anybody. I
17 never foreclosed on anybody, I never did any of
18 that, and I feel blessed about it because I did
19 quite a good job, in my opinion, on helping people
20 get back on their feet.

21 So that suede shoe guy that just spoke,
22 with the blue suit, he doesn't even know what he's
23 talking about.

24 That's all I got. Good night.

25 MR. ABEL: Good evening, Trustees. This

1 is Michael Abel.

2 My comments this evening reflect my
3 efforts to discourage the efforts by Tim Callicrate
4 and others to recall our trustees. We had an
5 election last year, we do not need to disrupt our
6 community to benefit the ego of a disgruntled
7 ex-trustee who illegally tried to run for a fourth
8 term last year.

9 Fellow citizens, give these five folks the
10 time and space to do their job. For first time in
11 years, we have a proactive Board of Trustees, who is
12 trying to make IVGID better, and more responsive
13 entity that delivers real results to citizens and
14 taxpayers. I see a spirit of mutual respect and
15 cooperation among all five of our trustees that will
16 benefit the entire community.

17 Unlike Tim Callicrate, Chairman Dent has
18 shown respect for his fellow trustees as well as the
19 public, even when nasty insults are thrown his way
20 like this evening. The criticism of this board has
21 been vacuous of facts and replete with
22 misinformation and outright lies. This board is not
23 selling our venues as has been suggested by some.
24 Let's look at some of eight achievements of this
25 board in six short months.

1 Number one, after years of false
2 starts and bogus initiatives like home location and
3 slip lining, the replacement of the effluent
4 pipeline is actually a (inaudible.) This is a giant
5 achievement, and it's only taken six months.

6 Number two, the board has cut the rec fee
7 that has been over-collected, yes, over-collected by
8 prior boards to the tune of \$12 million. Every
9 parcel owner in Incline Village will have extra
10 money in their bank account this year. And, yes,
11 folks, you can buy an extra rec pass if you need
12 one. The \$91 is not coming out of your hide.

13 Number three, Trustee Schmitz spearheaded
14 a functioning audit committee with superb voluntary
15 services of two CPAs to oversee IVGID finances
16 and reports.

17 Number four, the board has prevented
18 potential legal encroachments on our beach deed by
19 demanding a written opinion from an outside
20 attorney, who is entitled to beach access.

21 Number five, the board has pressed our
22 money-losing venues to deliver a proper account of
23 sales and develop internal controls.

24 Six, the board has diligently worked to
25 make access to our golf courses fair to all

1 residents our communities.

2 Seven, the board has demanded that
3 contracts brought to the board by management have
4 completed and accurate exhibits, clearly defined
5 scopes of work, and proper, accurate contracting.

6 And finally number eight, the board has
7 adopted a cogent public records request policy and
8 review process.

9 MR. WHYMAN: Andrew Whyman, 170 Village,
10 resident of Incline Village for 20 years.

11 During these 20 years, I'd like to think I
12 did what I could to participate in an enriched
13 communal village life. My efforts included building
14 out library amenities and activities, starting and
15 leading a local speaker's program at the college,
16 and building a senior's Conversation Cafe, still
17 going strong these many years later. I even ran for
18 IVGID board once, a bracing experience I still
19 recall with, frankly, mixed emotions.

20 Now I am troubled by the turn our
21 quasi-regulatory GID has taken. There are profound
22 differences between for-profit corporate
23 organizations and non-profits. These range from
24 purposes, their reasons for existing, and their
25 approaches to finances.

1 It's not at all clear that the board
2 understands these distinctions. And
3 misunderstanding can and does produce deep fracture
4 lines between board policies procedures and staff.
5 Think about that.

6 I rise tonight to support the continued
7 employment of Indra Winquest as the general manager
8 for IVGID. I haven't spoken to Indra about this,
9 and given what has transpired in the last two years,
10 and particularly the last six months, I am not at
11 all sure it would be wise for Mr. Winquest to
12 continue working for the District. Obviously, that
13 is only up to him and the board.

14 But I will say this: Indra is a good
15 person who cherishes the opportunity to try and
16 benefit the entire village community, men and women,
17 republican and democrats, wise people and idiots.
18 The outpouring of support for him is testimony to
19 this truth.

20 Here's what I don't fathom, what I've been
21 unable to understand. Indra is a smart enough
22 person to be a general manager of IVGID. Assertions
23 by some of the community and on the board that he
24 simply doesn't understand finances, doesn't present
25 the requisite skill set to deliver sound, economic

1 proposals and follow through on them strikes me as
2 peculiar.

3 If this board demands a certain strain or
4 standard of economic policy, it should first and
5 foremost be consistent with how non-profit
6 organizations work and what makes them work
7 effectively and efficiently. Once that is
8 accomplished, Indra and his staff should be given
9 amply sufficient time to implement those standards
10 in a caring, supportive environment. To do less is
11 a dereliction of duty. Frankly, it's not clear to
12 me that this board is capable of growing that
13 supportive environment, but I hope to be proven
14 wrong.

15 In summation, this board has created a
16 badly fractured community, a mess. While there are
17 some who continue to support this board, there's a
18 broad coalition of angry, aggrieved residents who do
19 not. What the board does about it is obviously up
20 to you. As for me, I wholeheartedly support the
21 continued employment of Indra Winquest, one hundred
22 percent.

23 Thank you.

24 MS. WELLS: Hi. Kristy Wells, Incline
25 Village resident.

1 I know the people that work with Indra
2 adore him as the GM. He has deep ties to the
3 community that have benefited us when it comes to
4 fundraising and recruiting. Does that necessarily
5 mean he is a great manager? Absolutely not. With
6 that said, those (inaudible) should absolutely be
7 accounted for in any review that takes place.

8 The Board of Trustees and Indra know if he
9 is performing well against these goals that have
10 been set, assuming they were both reasonable and
11 obtainable, and unfortunately until any of that is
12 made public, it leaves a lot of room for
13 speculation. And with that speculation comes a
14 potential to harm a man's reputation.

15 I say this as I review Indra's goals that
16 have been online, and actually have -- I will just
17 say, there's a lot of room for improvement. They
18 are not written in a measurable and trackable way.

19 So, my request to the board is if you
20 shall request and demand a certain level of
21 professionalism and/or the ability to exceed certain
22 expectations, you need to actually do a better job
23 of making those goals measurable and trackable.

24 I feel like this is an area where the
25 Board of Trustees has failed. The board has done

1 nothing to stifle the Indra-is-being-fired rumor for
2 the past couple of months, and due to this, you have
3 all created a toxic workplace that has demoralized
4 the staff.

5 The Board of Trustees is wholly
6 responsible for this, especially for the divisive
7 commentary that has taken place in our community and
8 the current state of chaos inside of IVGID. This is
9 the reason several key personnel have quit.

10 Who would absolutely want to work in this
11 kind of environment? I know if I was being
12 micromanaged on a day-to-day basis, I would actually
13 tender my own resignation. I would tender my
14 resignation with the hopes that I would actually get
15 a very lovely severance package.

16 I think it's very important for the
17 community to know that only reason Indra will
18 receive a severance package is because the board is
19 actually asking for his termination, and that he's
20 going to sign a severance agreement that will then
21 mean that neither party can disparage one another,
22 and with that, Indra can go off for the next year,
23 spend his payroll, which is fantastic. Congrats,
24 Indra.

25 And now the board that talks about being

1 financially responsible and very -- it's very
2 important for you to be the trustees and
3 the stewards of our budget, are actually spending
4 another \$280,000 to pay a GM that will not be
5 providing services while we actually have to pay
6 another individual to provide those same
7 responsibilities.

8 Anyways, I'm just going to say what the
9 conclusion here is that I would just like to make it
10 known that the spin cycle going on around the notice
11 of Indra pending a resignation is actually false.

12 MATT: Caller 4644, you may need to hit
13 star six to unmute yourself, or please say "pass"
14 for the public record if you do not wish to make a
15 public comment.

16 (No response from caller 4644.)

17 CHAIR DENT: We'll give him a couple more
18 seconds. Caller, if you can hear us, please hit
19 star six.

20 All right. It doesn't look like there's
21 any response. That will close out initial public
22 comment. Let's move on to item D.

23 D. APPROVAL OF AGENDA

24 CHAIR DENT: Any questions, concerns with
25 the agenda? All right. Seeing none, the agenda is

1 approved.

2 We have been going for just under two
3 hours. Let's take a ten-minute break. We will
4 resume at 7:05.

5 (Recess from 6:55 P.M. to 7:05 P.M.)

6 CHAIR DENT: All right, guys, we are back.
7 It is 7:05. We're going to move on to item E,
8 general business.

9 E. GENERAL BUSINESS

10 E 1.

11 CHAIR DENT: Review, discuss, and possibly
12 approve the Board of Trustees' Chair to work with
13 and execute a separation agreement at the request of
14 General Manager Indra Winquest, while placing him on
15 a paid administrative leave, pending formal
16 separation. This is coming from myself, requesting
17 trustee Chairman Matthew Dent, to open up --

18 Josh, before we open up, during public
19 comment or right before public comment -- and I do
20 sit up here with my phone in airplane mode, but I
21 did turn my phone back on during the break. General
22 Manager Winquest did sent a text, and Trustee Noble
23 has verified this, but I will read you what he said:

24 "If you want to say something

25 for me, here you go. I'm sorry

1 I'm unable to attend the
2 meeting, but thankful for all
3 the community support.

4 "My only request is that
5 everyone is respectful of staff,
6 board members, and fellow
7 community members."

8 That was General Manager Winquest's quote.

9 Josh, would you like to -- actually before
10 we do, I just want to touch on one thing that was
11 brought up on several public comments and several
12 emails that I've responded to. The intent was to
13 hold this meeting on Thursday at six o'clock, that
14 was scheduled, and then -- or that was anticipated
15 to be scheduled. And then it came to our attention
16 that Monday became a holiday, which made it
17 impossible to hold the meeting on a Thursday with
18 how many days we have to give notice.

19 Then we went to Friday at 5:00 P.M. All
20 the board members were asked if they could attend
21 and have the meeting at 5:00 P.M. on Friday, and I
22 didn't hear anything from any of the board members
23 as far as having at a different time.

24 Legal counsel, Mr. Nelson, do you mind
25 just reviewing the item and getting us up to speed

1 with how we're here?

2 MR. NELSON: Yes. The item in the agenda
3 packet starts on page 3, of course, it's the only
4 action item before you this evening.

5 Mr. Winquest's employment agreement is
6 currently set to expire at the end of next fiscal
7 year, June 30, 2024. Pursuant to that contract,
8 Mr. Winquest receives annual performance evaluations
9 from the board, and his performance evaluation for
10 this year was previously scheduled for June 14th.
11 That review, as mentioned during public comment,
12 remains in draft form.

13 That being said, Mr. Winquest has
14 individually discussed his general performance with
15 each trustee, while ensuring that he doesn't relay
16 any of the conversations with individual trustees
17 with other trustees to avoid any Open Meeting Law
18 issues.

19 Based on those discussions, Mr. Winquest
20 is asking that the board consider a mutual
21 separation or the separation agreement, which is
22 outlined in the packet.

23 I won't speak for Mr. Winquest as to his
24 feelings on the item. I would just refer both the
25 board and the community to the statement that Chair

1 Dent read, as well as Mr. Winquest's statement from
2 himself, which is page 6 of the packet.

3 If the board does decide to move forward
4 with the item before you this evening, it would be
5 to approve a term sheet, the terms of which are set
6 forth on page 5 of the packet, and to allow myself
7 and the Chair to negotiate a formal separation
8 agreement with Mr. Winquest. This separation
9 agreement would not come back to the board; the
10 Chair, as proposed, would have the authority to
11 execute that.

12 I did want to note and clarify that this
13 is a mutual separation, it is not a voluntary
14 resignation by Mr. Winquest. In addition, it is not
15 a termination for cause.

16 If the board does decide to move forward
17 with a separation as outlined in the term sheet, I
18 would request that you consider placing Mr. Winquest
19 on paid administrative leave, paid pending execution
20 of the agreement, as Mr. Winquest is currently on
21 vacation.

22 Mr. Navazio is currently serving as acting
23 general manager and would be available to do so
24 subject to his own upcoming vacation until the
25 June 28th board meeting. As mentioned, as the board

1 saw, there is an item on that meeting for you to
2 consider in acting general manager appointment. I
3 would note, of course, that that item is not
4 necessary if the board doesn't move forward with the
5 separation agreement this evening.

6 I did want to note the alternative,
7 because I think that helps give a little bit of
8 context to what the board's considering. If you
9 decide not to move forward with the separation
10 agreement this evening, then Mr. Winquest will
11 remain as general manager, and I would encourage the
12 board to schedule his performance evaluation, to
13 move forward with that, we could get that scheduled
14 as soon as one of July board meetings, and
15 Mr. Winquest's contract would remain unmodified and
16 absent further action by this board, would expire
17 June 30, 2024.

18 Happy to answer any questions. Thank you.

19 CHAIR DENT: Thank you. I want to thank
20 Trustee Noble in this process. Trustee Noble and I
21 have chatted quite a bit and been a part of this
22 negotiation with General Manager Winquest, so thank
23 you for your part.

24 I will open it up to the board. Any
25 questions, comments? I'm going to go to Trustee

1 Noble.

2 TRUSTEE NOBLE: I want first start out,
3 provide a little bit of a clarification. On Monday,
4 I believe Trustee Schmitz held a meeting at
5 Crosby's. In response to one question, she
6 mentioned that the board Chair, Trustee Noble,
7 General Manager Winquest, along with legal counsel
8 had been working together for a few weeks to
9 formulate a separation agreement. She stated that
10 on Monday.

11 The first meeting that we had was the
12 prior Wednesday, and then there was, as you just
13 mentioned, a flurry of discussions back and forth
14 after that, but it's not something that, at least I
15 have been a part of for weeks leading up to. In
16 fact, until the board materials came out for the
17 June 14th meeting, I was under the impression that
18 we were doing the GM evaluation. I had submitted my
19 evaluation the previous Monday, pursuant to the
20 requests by our HR director at the board meeting
21 before that.

22 And I've been preparing to recommend and
23 advocate for a one- to two-year extension of
24 Mr. Winquest's current contract, based on his
25 performance as a general manager.

1 TRUSTEE SCHMITZ: Point of order. Point
2 of order. We are not -- I just want to clarify that
3 we are not talking about his contract renewal or
4 performance review; correct?

5 MR. NELSON: That is correct, but I
6 believe that Trustee Noble is just writing some
7 context for his discussion.

8 TRUSTEE NOBLE: Yeah, all in context.

9 CHAIR DENT: Continue please.

10 TRUSTEE NOBLE: And so as soon as the
11 board materials came out, I was concerned. And then
12 alerted by General Manager Winquest that he would
13 like me to participate in discussions of a
14 settlement agreement, which I begrudgingly accepted
15 and offered -- I agreed to do. That is not where I
16 think we should be going. I think it is a grave
17 mistake by this board to terminate Mr. Winquest's
18 contract.

19 However, it appears that there are three
20 board members that want to move in a different
21 direction. And if the board -- the majority of the
22 board wants to move in a different direction, then I
23 am in support of the separation agreement.

24 I had asked to see the other evaluations,
25 to try and get an idea where things were, because

1 there's been no information. I was correctly told
2 that that would, potentially, be an Open Meeting Law
3 violation if the board were to go back and decide to
4 do a GM evaluation. I don't think that is a
5 worthwhile endeavor, unless board members are
6 willing to agree to an extension. I don't think
7 that's enough, though, either.

8 There's -- it's no -- everybody knows that
9 there's been a strained relationship between Trustee
10 Schmitz and General Manager Winquest. It was my
11 understanding that they were working through that,
12 but, apparently, that is not the case.

13 Trustee Schmitz does a very good job, her
14 attention to detail, I've never seen anybody with
15 that type of detail; however, the level of
16 micromanaging that I've seen as a result has just
17 made that relationship unworkable. And unless this
18 board was willing to do that extension as well as
19 corral Trustee Schmitz's and have her act as a
20 trustee and not micromanage both General Manager
21 Winquest and the senior management, I don't think
22 it's worthwhile.

23 So, I will support the separation
24 agreement.

25 MR. NELSON: And just a reminder, we have

1 not provided notice of considering any trustee's
2 character for this, so would request the board focus
3 on that.

4 So the board's aware, Mr. Winquest did
5 waive notice, subject to approval as to the items
6 that are before you.

7 TRUSTEE SCHMITZ: Yes. And I would like
8 to speak in offense of that statement because --

9 CHAIR DENT: Trustee Schmitz?

10 TRUSTEE SCHMITZ: Yes. I would like to
11 speak in offense of that statement because nothing
12 has ever been brought to my attention relative to
13 any specific examples or micromanagement, and I find
14 it inappropriate, for here at a board meeting that
15 is supposed to be discussing a separation agreement,
16 for that subject to have come up.

17 If that's a subject that we want to have
18 come up as a board, then we can agendize that topic.

19 TRUSTEE NOBLE: I'd love to agendize --

20 CHAIR DENT: Hold on. Hold on. Hold on.

21 TRUSTEE NOBLE: -- it for the July meeting
22 to discuss your micromanagement.

23 MR. NELSON: Trustee Noble has the ability
24 to request an agenda item. If that's the end of the
25 conversation, then we'd request we turn back to the

1 item before the board.

2 CHAIR DENT: Understood. Okay.

3 TRUSTEE TONKING: I hope everyone can bear
4 with me, because I have a lot to say. This is going
5 to be a little bit. I have a lot to say to the
6 trustees, to our community, our staff, and Indra.

7 I want to be clear that when I refer to
8 the board in my statement, I'm referring to both the
9 boards I sat on and myself as a figure, if that.

10 I was raised here in Incline Village. I
11 was raised by many of you sitting in this room and
12 many of the people who get to watch on live stream
13 and other people get to be enjoying their Friday
14 night.

15 I never once thought I'd sit in this seat
16 having to face this decision. This is an incredibly
17 hard vote for me to make. In my mind, GM Winquest
18 is extremely qualified for his position. Like all
19 of us, he has and will have weaknesses, however,
20 what he's accomplished for IVGID in his role as
21 general manager shows that his strengths far
22 outweigh those, and I'm going to speak a little to
23 them.

24 Indra managed the District through
25 multiple boards, COVID shutdowns, extreme fire

1 seasons, and labor shortages. GM Winquest has hired
2 and trained an invaluable senior leadership team,
3 understands the inner workings of each department
4 across the District and consistently meets with
5 members of the community to find compromise.

6 GM Winquest has acquired money for the
7 effluent pipeline, recreation center, and skate and
8 ballparks. He worked with consultants, auditors,
9 and staff to update over ten financial policies. He
10 made changes to Ordinance 7, a project that has been
11 delayed for many years.

12 Additionally, during his time as GM, he's
13 completed the Burnt Cedar pool project, bocce ball
14 courts, Mountain Golf Course, phase 1, ballparks,
15 tennis center pro shop, Rec Center locker rooms and
16 restroom renovations, the first phase of the
17 effluent pipeline, Slot Peak and Crystal Peak
18 waterlines, to name a few.

19 GM Winquest managed to do all this through
20 what I would call some turbulent boards, all of
21 which I've been an active member of, a board that I
22 believe micromanages, and at times, even violates
23 their own policies. There are times that board
24 members overstep their scope and give individual
25 direction to staff and the GM.

1 As a board, we have attacked employees,
2 business, and parcel owner benefits. We have
3 completely overstepped our role as a fiduciary board
4 and instead are acting as an operational one. We
5 are all guilty.

6 As I sit in this chair, I think of the
7 advice I'd give Indra as a friend. I would tell him
8 that perhaps this is not the best place for him, as
9 this board has completely changed the trajectory of
10 the District and does not treat him like the asset
11 he is.

12 However, since I sit in this chair as an
13 elected official, I have to consider what is best
14 for the community that elected us. Boards make
15 leadership changes all time, and I respect and
16 understand that. However, separating from GM
17 Winquest is the wrong choice for this district, I
18 believe.

19 I wish my vote tonight could be to renew
20 the GM's contract and let the community decide in
21 the next trustee election if they want to keep or
22 let go of GM Winquest. Let that be a platform
23 people run on. However, since this is not an option
24 at this point, it's impossible that my vote tonight
25 can reflect both the needs of our district, as well

1 as needs of somebody I truly respect and admire.

2 Beyond this vote, though, I'm concerned
3 about something much bigger. We no longer have a
4 financial director, a controller, and quite possibly
5 a GM. We don't have leadership. We're a young
6 board, Chair Dent has served the longest, and the
7 rest of us, less than four years of experience on
8 this board.

9 We're extremely fortunate that we have
10 staff that understand this district and the
11 community and allow us to rely on them. But I worry
12 we will continue to make short-sided decisions that
13 will have long and large impacts.

14 It's our job to lead the District, and
15 it's Chair Dent's job to lead us. We all need to
16 step up. I'm asking us, how are we going to lead
17 the community through this, and how are we going to
18 gain their trust again?

19 We should not be having a meeting next
20 week because this is no longer business as usual.
21 There should be only one agenda item and that item
22 is how we plan on moving forward as a board, and
23 what direction we are going to give this district.
24 Because, quite frankly, at this moment, we are not
25 functioning as a board.

1 We need communication between ourselves,
2 community, and staff, we need community forums
3 before large decisions are made, we need leadership
4 for this board, and we need awareness of our role in
5 this community.

6 And that's all I have to say.

7 TRUSTEE SCHMITZ: My comments are brief,
8 and hopefully you can understand me.

9 I've heard many community members speak
10 and write eloquently about how General Manager
11 Winquest has had a positive impact on them and their
12 families. His career growth in the District has
13 been remarkable.

14 I've not spoken with GM Winquest regarding
15 his preference on a potential settlement agreement.
16 I know Trustee Dent, Trustee Noble, and our legal
17 counsel have spent many hours working with GM
18 Winquest to get us to this point.

19 I'm hearing conflicting messages as to the
20 desires of the GM, and want this clearly to be his
21 decision.

22 Therefore, I support the Chair moving
23 forward with a potential separation agreement and
24 placing the GM on paid administrative leave during
25 this process, however, I want to be abundantly clear

1 that the GM has the option not to sign it.

2 From what I understand, a separation
3 agreement is what he feels is best for himself and
4 his family, so I, therefore, am supportive.

5 I want to be clear that I would prefer to
6 go through the performance review process, however,
7 I will respect the GM's decision.

8 TRUSTEE TULLOCH: Unlike my colleagues, I
9 haven't got several page, preprepared speech. I
10 haven't come here with preordained -- I haven't come
11 here with -- I actually feel kind of slighted with
12 all these illicit board meetings with trustees have
13 been taking place; I've been left out of the loop.
14 I feel kind of slighted here.

15 So just to correct for anyone who thinks
16 there's been some sort of clandestine and I've been
17 using personal emails, I do feel offended by that.

18 I'll also be up front: I'm a baby boomer,
19 I'm not millennial or gen Z or something that's
20 driven purely by feelings. I'm driven by the facts,
21 the fact that come out here.

22 I hear lots comment from the community.
23 I'm almost beginning to wonder if half the community
24 is bipolar. First it's, you're not telling us what
25 is happening, you're appointing somebody else. Then

1 next breath is, do you know what you're going to do
2 next? Is Mr. Bandelin not good enough for people?
3 I don't know. I have no idea. I hear all these
4 different things. I hear all this, first you're
5 micromanaging, then next, you're speaking to staff.
6 Which is it? It sounds like were damned if we do
7 and damned if we don't.

8 I hear an awful lot of things, hearsay,
9 from Facebook, oh, yes, these things have happened.
10 One public comment actually said, oh, yes, this is
11 monitored by the board.

12 Not that I'm aware of. The only place
13 that claim was on Facebook. I try to avoid social
14 media in that respect, because it's -- all it is is
15 encouraging the mob mentality, it appears.

16 I hear things about this board has
17 introduced the pricing pyramid. Strange. My
18 understanding, the pricing pyramid was introduced by
19 Mr. Winquest, not by this board. This board is also
20 following the pricing policy as passed by the last
21 board.

22 I'm not here to election year -- or to
23 election year on behalf of people or election year
24 on behalf of people who want to try and replace
25 existing trustees, that's not what I'm here for.

1 I did say on the campaign trail I would
2 take input from everyone, and I have taken input
3 from everyone.

4 I understand Mr. Winqest wants a
5 separation agreement. If that's not the case, I'm
6 not aware of it. When I spoke with Mr. Winqest,
7 this was his expressed wish. As far as I'm
8 concerned, Mr. Winqest still has a year left to
9 serve on his contract.

10 I don't know about most of the audience,
11 but having spent a long time in corporate life, I've
12 never had a one-year guaranteed contract. The most
13 I've ever seen in corporate life is maybe three to
14 six months. I certainly haven't seen anyone with a
15 two-year guaranteed, and I don't see anything in
16 Mr. Winqest's contract agreement that specifies
17 two years either.

18 We've also heard, well, why don't you do a
19 performance improvement plan? That would be good.
20 However, you can't do a performance improvement plan
21 without doing the performance review, and my
22 understanding is Mr. Winqest has requested not to
23 go through the performance review. To me, that's
24 kind of a catch-22. I'm not sure how we can do it
25 both ways.

1 As I say, I didn't have a prepared speech,
2 so I'm just reading off some notes.

3 I had another public commenting saying,
4 we're a non-profit. Well, maybe that was a Freudian
5 slip. We're not. We're a general improvement
6 district. We're governed by Nevada Revised
7 Statutes, not by how people would like us to be, not
8 as an HOA, as some people to try to claim that we
9 are, and some people claim they've been told from
10 the BOT real estate, oh, yes, we're based on HOA,
11 and we can guarantee all these things long term.
12 That's not the case. We're a general improvement
13 district, governed by NRS.

14 I think, yes, I think the doing a
15 performance review in public is a pretty horrific
16 thing to do, unless you have a board that just wants
17 to pat you on the head for everything. I don't
18 think that benefits anybody. If you're going to do
19 a performance review, you've got to be realistic
20 about it, warts and all. I've had plenty of them
21 going both ways.

22 I've also heard that I'm purely
23 controlled, I'm just going along by other board
24 members, or I'm controlled by another member of the
25 community. Maybe you should talk to my wife, she'll

1 tell you I'm pretty hard to control that way. I'm
2 pretty independent minded. I think you've seen that
3 in some of my votes.

4 Unlike the previous board, it's not always
5 the same three-to-two vote or four-to-one vote.
6 I've made various votes against the rest of board.
7 I also accept board responsibility.

8 I've heard this said, oh, we're a
9 dysfunctional board. I don't actually believe that.
10 I've worked in several different boards. If every
11 board member is just singing the same tune, you'll
12 get too many people where the whole purpose of a
13 board is to have lively debate and actually consider
14 all aspects. Unfortunately, due to the Open Meeting
15 Laws, it's very difficult for us to do that. That
16 is a frustration I find, but, yes, it's something
17 we've got to abide by. We can't speak to more than
18 one trustee about a particular thing.

19 It would be great if we could meet in
20 camera and thrash out some of these things
21 beforehand. That would be wonderful. We can't.

22 I've also heard claims that, yes, we're
23 very profitable. Well, yeah, just keep
24 over-collecting taxes.

25 I've heard our financial statements are

1 wonderful. I haven't heard any mention of the four,
2 five years now of material weaknesses been
3 identified in the independent audit. I think let's
4 put the whole picture out there, warts and all, and
5 that's the way I'm looking at it.

6 I haven't come to any predetermined
7 decision. I respect Mr. Winquest. If he wishes to
8 separate, I respect that. If Mr. Winquest disagrees
9 with the direction of the board -- every case I've
10 come across that in corporate life where the CEO
11 disagrees with the board, it's up to the CEO to make
12 his decision whether he's there to serve at the
13 pleasure of the board or whether he wants to run his
14 own agenda. I'm not suggesting that is what's
15 happening here, but I think we need to be realistic.

16 I respect Mr. Winquest for asking for the
17 separation agreement. I've got to go by his wishes.
18 Unless somebody can demonstrate to me that that's
19 not his desires, I've got to respect his desires.

20 Thank you.

21 CHAIR DENT: I'll just say I've been
22 talking through this with General Manager Winquest,
23 I want to say, for more than two weeks, I don't know
24 if it's a few weeks, but we had a lot of phone
25 calls. We've definitely -- Dave's been on several

1 phone calls, attorneys have been on several phone
2 calls. There's been a lot going on, and I don't
3 think this is easy for anybody, whether you agree
4 with it or disagree with it.

5 And I'll just say, are there areas where
6 General Manager Winquest can totally improve? Of
7 course. We all can; right? And has General Manager
8 Winquest served us to this point? Some can argue he
9 has, and some can argue he hasn't.

10 I -- the fact of the matter is the general
11 manager did request this item, contrary to what
12 Facebook tells you. I did bring this item forward
13 at the request of the general manager. I didn't do
14 it at the request of anybody in the community. I
15 did it at the request of the general manager.

16 I will just say that in negotiating this,
17 we've had several conversations with the general
18 manager. I believe we've handled this process in a
19 very professional manner, and I think it's time for
20 the board to make a decision if we'd like to move
21 forward with this process or not.

22 So, if there is no further discussion, I
23 will entertain a motion.

24 TRUSTEE NOBLE: I would move to authorize
25 the Board of Trustees' Chair to work with and

1 execute a separation agreement with General Manager
2 Winquest consistent with the draft term sheet, while
3 placing him on paid administrative leave, pending
4 formal separation.

5 CHAIR DENT: A motion's been made. Is
6 there a second?

7 TRUSTEE TULLOCH: I'll second the motion.

8 CHAIR DENT: Motion's been made and
9 seconded. Any further discussion by the board?

10 TRUSTEE SCHMITZ: I have a question. The
11 general manager does have the option not to agree
12 with this; is that correct? Is my understanding
13 correct?

14 MR. NELSON: That's absolutely correct.
15 Until there's a formal, signed separation agreement,
16 it's not binding on either party.

17 TRUSTEE SCHMITZ: Thank you.

18 CHAIR DENT: Josh, do you mind speaking to
19 the next steps, just so the board and the --

20 MR. NELSON: Yeah. Assuming this motion
21 is approved, then Mr. Winquest will remain on
22 administrative leave until we're able to finalize
23 and execute a formal separation agreement, pursuant
24 to the terms that were set forth in the term sheet
25 on page 5 of the packet. Upon the date of that

1 execution, he would be separated from the District.

2 CHAIR DENT: Any further discussion by the
3 board? Seeing none, I call for question. All those
4 in favor, state aye.

5 TRUSTEE TULLOCH: Aye.

6 TRUSTEE NOBLE: Aye.

7 CHAIR DENT: Aye.

8 TRUSTEE SCHMITZ: Aye.

9 CHAIR DENT: Opposed?

10 TRUSTEE TONKING: No.

11 CHAIR DENT: Motion passes 4/1.

12 That will close out general business item
13 E 1. Moving on the item F, final public comment.

14 F. FINAL PUBLIC COMMENT

15 CHAIR DENT: Do we have any public comment
16 from anyone in the room?

17 MS. PITTMAN: Hi. I'm Linda Pittman.

18 All that I would like to ask of you is --
19 first of all, I'd like to recognize the fact that
20 being on a board is a challenging job. I served on
21 boards and I've answered to boards, and just want to
22 say thank you for your service, all of you, because
23 I do believe you're here for the best interest of
24 our community, even though you have your
25 disagreements.

1 What I would like to ask is that going
2 forward, if there's anything you can do to help this
3 community, perhaps, mend from this rift. If you can
4 find a way to, perhaps, communicate in a way that
5 the public can understand some of these decisions.

6 I'm not going to say that I've been to a
7 lot of these meetings, but I came here so I could
8 hear both sides, and it would be nice if we could
9 have a little better understanding of what's taking
10 place and why it's taking place so that we can,
11 maybe, still the waters a little bit and turn the
12 temperature down. I think it would be for the
13 benefit of our entire community.

14 Like I said, I would like to thank
15 everybody who has served on this board because I'm
16 sure you're here with the best interest of the
17 community, though you may have very different
18 opinions.

19 MR. WRIGHT: Frank Wright. Crystal Bay.

20 You know it's really sad to listen to the
21 people who spoke tonight with so many things that
22 they said that were just wrong. I mean, there were
23 just lies, there's things that were innuendos or
24 hearsay, and they're speaking as if they're facts.

25 This board had a very difficult decision.

1 It was a mutual agreement or agreement from
2 Mr. Winquest to separate. There's issues that we
3 don't know about that we can't speak about because
4 we haven't heard or seen them, but the board has.

5 These issues have to be dealt with by a
6 board that is concerned about our community. If
7 there are things going on that should not be going
8 on -- and I've identified an awful lot of them
9 myself and brought them to the board and to the
10 public, I get a lot of pushback from people who are
11 guilty of contributing to the illegal acts,
12 unbelievable acts, that are taking place in our
13 community.

14 Mr. Winquest knows about these things, and
15 he has done nothing to stop these things. And they
16 balloon to a point where you have to to do
17 something. You've got to take action, you've got to
18 stop this stuff, and the board had no other choice.

19 We actually have people coming before the
20 board and saying that the beaches have been taken
21 away from the employees. It's insane. If you don't
22 take the beaches away from the employees, what are
23 you going to tell the people in Crystal Bay who
24 don't have access? They don't care about the people
25 in Crystal Bay. They're letting people in Reno use

1 the beaches. It's a violation of the beach deed.

2 You have an ex-trustee, Gail Krolick,
3 coming up and saying somebody stole their money
4 because she only has \$91 on her punch card. The
5 most insane thing I've ever heard in my life. It's
6 your money they're taking and giving you back.
7 They're not taking anything from you. You have more
8 money in your pocket. But she doesn't get it. I
9 mean, she's a trustee, can you imagine her being on
10 this board and she doesn't even get that simple
11 concept? Unbelievable. I don't know where else to
12 go with that.

13 You have people coming out that are saying
14 things about other citizens in our community that
15 are totally untrue. Character assassination left
16 and right. And who are these people? What do they
17 have in all this? Why are they doing this? Why?
18 Why do they keep saying things that are not true
19 about people in this community who are working very
20 hard to bring about change?

21 Mr. Noble, I think it's very
22 unprofessional to attack another trustee during a
23 meeting like this. I think that was so
24 unprofessional. And the term "micromanage," I think
25 originated with you, and I feel sorry for you.

1 That's not the case. They're managing our district,
2 not micromanaging it.

3 So, I'm sorry Mr. Winquest is gone. He
4 built his own little castle --

5 CHAIR DENT: Thank you, Mr. Wright.

6 MS. WONG: For the record, Kendra Wong,
7 864 Donna Drive. I apologize for not being there in
8 person. I feel sick, so I don't want to pass it
9 along to everybody else.

10 I'm extremely disappointed in IVGID, and
11 that this community is going to lose Indra. Indra
12 has dedicated his career to this community and has
13 publicly stated numerous times he wants to stay
14 here. For anyone who believes that this was Indra's
15 decision, you're seriously deluded.

16 It is the majority of this board that is
17 running him out. Dent, Schmitz, and Tulloch, this
18 is on you. Your mismanagement over the last
19 six months has not been what this community wants.
20 You're pushing Indra out because he stands up for
21 the community and what we want.

22 What is your plan? You're down two senior
23 staff members, you have no finance leadership. Who
24 do you think will want to be the next GM after
25 hearing the support Indra had in this community?

1 It's time for you to recognize that the
2 board is the problem, not our staff. Your lies and
3 actions continue to prove that you are out of touch
4 with this community. You talk about fiduciaries and
5 doing what is best for the community, well put your
6 money where your mouth is and resign from the IVGID
7 board immediately.

8 MR. MINER: Good evening. This is Richard
9 Miner, Tony Court.

10 Absent the publication of the preliminary
11 details of the required annual review of the general
12 manager's performance, one must assume that Indra
13 Winquest's request for a discussion of a formal
14 separation agreement pursuant to his contract rather
15 than continuing on with the annual performance
16 review was made because Mr. Winquest believed it
17 would be his own best interest for the details of
18 the review to remain private.

19 Sadly, former trustees have stirred the
20 pot for their own benefit, and instead of working to
21 craft solutions with current board members, have
22 instead decided to inflame passions by creating
23 false equivalencies in Mr. Winquest's supposed
24 defense. Without ever knowing what Winquest's
25 performance review may have documented, they

1 immediately launched into an ill-advised movement to
2 recall at least two trustees who have been at the
3 forefront of the quest for the now-documented need
4 for fiscal responsibility and accountability on the
5 part of IVGID management.

6 If it is truly Mr. Winquest's belief that
7 separation is the best course of action for him and
8 his family and that a mutual non-disparagement
9 understanding would be in the best interest of both
10 parties, one would think that Winquest himself would
11 abhor the efforts to recall any of the IVGID
12 trustees who believe they have only had the best
13 interest of this community in mind by demanding
14 adherence to agreed-upon performance goals for all
15 IVGID employees.

16 At the same time, the outpouring of
17 community support for the man that Indra Winquest is
18 and has been has demonstrated his personal
19 relationships with community members, young and old,
20 and it's commendable and praiseworthy.

21 But it should not and must not be confused
22 with whether he has fulfilled his agreement with the
23 Board of Trustees or achieved his performance goals
24 set out for him in writing and otherwise.

25 If you are listening to this tonight,

1 Mr. Winquest, please call off the dogs of war who
2 are fomenting further community strife and division,
3 supposedly on your behalf, but in actuality want to
4 settle old scores and advance their own personal and
5 political interests.

6 Thank you.

7 MR. MILLER: Charlie Miller, Incline
8 Village.

9 I'm happy to follow up behind that last
10 gentleman. The past performances for Mr. Winquest
11 have been satisfactory. This whole process, as I've
12 kind of tried to understand, between the three board
13 members trying to initiate this thing and General
14 Manager Winquest, is kind of mind boggling for me.
15 They want him out, the three of them. Okay?

16 You would think they would give him the
17 evaluation and let that play out, but to go to them,
18 and of course Mr. Winquest is trying to find his
19 best way out, and I can't blame him.

20 This fiscally responsible board is going
21 to blame it on him that he wants to leave.

22 CHAIR DENT: Charlie, I don't know if you
23 can hear us, but we can hear you. Your clock's
24 still running.

25 (No response from Mr. Miller.)

1 CHAIR DENT: Matt, can we go to the next
2 public comment, please.

3 MR. ABEL: Hi. Michael Abel, 20-year
4 Incline resident.

5 I want to let the board know I reached out
6 to Indra last week to help quash this recall effort,
7 which is going to come to nothing because in Nevada,
8 the success ratio in these things is exactly
9 two percent. Two percent. So, it's a foolish
10 effort that will continue to divide or community.

11 Also, some comments were made today about
12 this process being done in secret. I just want --
13 and Josh can verify this, but to my knowledge, the
14 only things that IVGID can keep in confidentiality
15 are employee contacts, litigation -- ongoing
16 litigation, and union negotiations. Everything else
17 is public, so this matter, it's not unusual that a
18 lot of the information is being held privately.

19 The next thing I want to ask is for the
20 community to downgrade some of the hyperbole that
21 has been thrown around. I just want to give a
22 couple of the words that been thrown around about me
23 and others on Nextdoor and some of other websites.
24 One of the words used was "terrorize." I was called
25 as being among the "angry eight" or the "dirty

1 dozen" or the "cowardice" was my name, or that the
2 board were a bunch of "morons."

3 You know, I think it's about time to amp
4 down some of the hyperbole that's been spoken in the
5 community, I'm certainly in favor of that, and I
6 never resort to those kind of personal attacks
7 myself and wish that the rest of the community would
8 abide by those rules of normal civil behavior.

9 I applaud the board's efforts this
10 evening. I applaud the board's efforts on an
11 ongoing basis. Keep up the work. I know you guys
12 are being thrown a lot of swords at you, but I think
13 you're doing a pretty good job and keep it up.

14 Thank you and good evening.

15 MS. CARS: I do not have a three-hour
16 prepared -- a three-minute presentation that I put
17 in earlier, but I am offended by these people that
18 keep calling us idiots. We are very smart. Most of
19 us have run businesses. We know what's going on.
20 You're not pulling the wool over our eyes. I'm
21 sorry.

22 It's hard to really think that the people
23 that are most disparaging, that I've been talking to
24 to whole time, might come and say, how are you
25 letting this person demoralize an employee? These

1 are the people that have been doing it. But now
2 they're asking for peace, and they're asking for
3 everybody to work together. That's an admirable
4 goal, but what they have done to a human being, and
5 he has been mismanaged, and I think we've all gone
6 and spoken -- we've spoken to staff. We're not
7 talking out of our heads. We're talking from facts,
8 we're just not telling who we've spoken to because
9 that would be a breach of our confidentiality.

10 But after Sara voted no -- I was new here
11 and my husband was -- we said, "What is going on?
12 How could someone turn away \$26 million?" And we've
13 been doing our homework for months.

14 So we're not talking hot air to these
15 people who think we are, we are not dumb. We want
16 to see the community run well. We'd like to see the
17 trustees be more responsive, but we're going to be
18 watching you very closely -- and it isn't only Cliff
19 Dabler and Mike Abel who are going to be watching
20 the numbers now. There is a group of community
21 citizens that are not going to let them get away
22 with this because we're going to be watching too and
23 helping make the community run better.

24 Thank you.

25 CHAIR DENT: Any other public comment?

1 Seeing none, that will close out final public
2 comment, and we move on to adjournment, item G.

3 G. ADJOURNMENT

4 CHAIR DENT: It is 7:51. We are
5 adjourned.

6 (Meeting ended at 7:51 P.M.)

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1 STATE OF NEVADA)
) ss.
 2 COUNTY OF WASHOE)

3

4 I, BRANDI ANN VIANNEY SMITH, do hereby
 5 certify:

6 That I was present on June 23, 2023, at
 7 the Public Meeting via Zoom, and took stenotype
 8 notes of the proceedings entitled herein, and
 9 thereafter transcribed the same into typewriting as
 10 herein appears.

11 That the foregoing transcript is a full,
 12 true, and correct transcription of my stenotype
 13 notes of said proceedings consisting of 117 pages.

14 DATED: At Reno, Nevada, this 1st day of
 15 July, 2023.

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BRANDI ANN VIANNEY SMITH

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INVOICE

1 of 1



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litigationservices.com

Susan A. Herron, CMC
Incline Village General Improvement District
893 Southwood Boulevard
Incline Village , NV 89451

Invoice No.	Invoice Date	Job No.
1629913	7/3/2023	997390
Job Date	Case No.	
6/23/2023		
Case Name		
Incline Village General Improvement District Board of Trustees Meeting		
Payment Terms		
Net 30		

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Hearing (Public Meeting)

1,991.25

TOTAL DUE >>>

\$1,991.25

Location of Job : parties to appear via zoom

The LIT Group 079F

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Job No. : 997390 BU ID : RN-CR
Case No. :
Case Name : Incline Village General Improvement District Board of Trustees Meeting
Invoice No. : 1629913 Invoice Date : 7/3/2023
Total Due : \$1,991.25

Susan A. Herron, CMC
Incline Village General Improvement District
893 Southwood Boulevard
Incline Village , NV 89451

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Sarah Hussong Johnson
785 Mays Blvd

Good Afternoon Trustees and staff. I appreciate the opportunity to speak with you, today.

I am a full-time resident and property owner in Incline Village. Our family, including my three school-age daughters, all take advantage of IVGID's incredible amenities - swim lessons at the Rec Center, skiing at Diamond Peak, summer camps, and more. We love being part of this community.

I watched the June 14th Board meeting live stream last week, as I often do after getting home from work and after-school activities, having dinner with my family, and getting my children to bed. Many of us full-time residents are not able to attend the Board Meetings due to work and family commitments, but we are listening and watching.

Today's agenda contemplates executing a separation agreement with our General Manger. There are many people here tonight to speak on behalf of Mr. Winqest's character; I would like to speak on behalf of his performance, as reviewed by you, the Board of Trustees.

Indra was promoted to General Manager in July 2020. His first evaluation as General Manager was in September of 2021. He was rated as **meeting or exceeding** the summary core competencies by ALL Trustees including Trustees Tim Callicrate, Matthew Dent, Michaela Tonking, Kenda Wong, and Sara Schmitz.

His second evaluation as General Manager occurred in June of 2022. The format of the evaluation changed but Mr. Winqest was scored as Outstanding by 3 of the 5 Trustees Callicrate, Tonking, and Wong; Satisfactory by Trustee Dent; and Needs Improvement by Trustee Schmitz.

The published performance evaluations demonstrate the General Manager's success in meeting or exceeding the Board's expectations even while managing through a global pandemic and unprecedented staff turnover in the District. Over the past three years, there has been approximately 25% turnover in IVGID's fulltime employees, including the critical senior management positions of Director of Finance, Director of Public Works, Director of Human Resources, and many more. General Manager Winqest is one of the few remaining staff at IVGID with over 20 years of experience and institutional knowledge. That knowledge is critical to successful management of IVGID's essential services to provide clean water for drinking and fire protection, the collection and treatment of sewage, and the recreational services that form the bedrock of our community.

In summary, you are contemplating a separation with a General Manager who has tremendous community support and has met or exceeded the performance evaluation expectations of all but one Trustee, Sara Schmitz.

You are considering a decision on behalf of our community that will cost District rate payers more than \$260,000. I consider that financially irresponsible. I consider the lack of due process for performance improvement unwise. I respectfully request that **you** fulfill your performance responsibilities as Trustees and schedule and conduct the General Manager's performance review as soon as possible and that Mr. Winqest continue as General Manager through the remainder of his contract.

Thank you for your time and consideration.

Statement at IVGID Board of Trustees Meeting
June 23, 2023

There is an old saying, the proof of the pudding is in the eating. Lets see how IVGID has done over the past 4 years – lets see how the IVGID Team – Board and Staff did. And to make this comparison fair, lets use information, evidence, that you included in the last 4 Annual Comprehensive Financial Reports and that was documented in the Audit letters produced by the independent auditors. It is especially important to note that the ACFR is prepared by IVGID Staff and the BOT approved. In other words, the IVGID Board approved and endorsed the report and its findings.

- For 2019-2022 the independent auditors concluded “ based upon the audit, that there was a reasonable basis for rendering an unmodified (unqualified) opinion that the District's financial statements are fairly presented in conformity with GAAP (Generally Accepted Accounting Practices).” This is good news – you want a report that needs no modification or need for qualifiers.

I went through the last 4 years of the financial reports. They are voluminous and detailed. I have prepared a chart that provides some salient data summarizing some of what the reports showed.

	2019	2020	2021	2022
--	------	------	------	------

NET Assets (inflow minus outflow)	\$153 Million	\$158.6 Million	\$159.93 Million	\$164.49 Million
Unrestricted funds to meet obligations	\$31.8 Million	\$36.6 Million	\$41.31 Million	\$45.44 Million
Net Change (increase) in Unrestricted Funds	\$7.1 Million	\$5.6 Million	\$1.97 Million	\$4.47 Million
General Fund Balance	\$3.8 Million	\$4.63 Million	\$5.73 Million	
Bond Debt Retired	\$859.6K	\$890K	\$910K	\$930K
District's Community Services Special Revenue Fund		\$15.3 Million	\$15.97 Million	

Source: Abstracted from Annual Comprehensive Financial Reports 2019-2022.

<https://www.yourtahoeplace.com/uploads/pdf-ivgid>

So – without belaboring the details: **Net Assets** went up every year since 2019 – from \$153 Million to \$164 Million in 2022. **Unrestricted Funds** increased from \$31.8 Million to \$45.44 Million. In other words, year over year the amount of UNRESTRICTED FUNDS that can be used to meet obligations INCREASED.

The General Fund balance increased every year. Even better, IVGID retired more debt – retiring \$860 thousand in debt in 2019 and increased that retirement to \$930K in the 2022 report.

These are audited numbers from impartial and reputable CPAs. The data and reports that the Staff and YOU the Board approved show an IVGID that is healthy and seemingly going strong.

Are there wrinkles? Sure, I am sure that there are areas to improve – but that’s true for all organizations. No one and no organization is perfect. But the reports submitted by the BOT to the Public, and to financial and regulatory agencies show an Improvement District that is financially solid and performing true to its charter. It is clear that the Board have the authority to manage Executive Staff. And if, despite evidence that shows a healthy organization, despite the public’s demonstrated interest in keeping the General Manager, and despite his demonstrated success in recruiting staff, you wish to sever the relationship because you don’t like success - then it would seem that you are repudiating the very staff that led to the District’s financial health you have proudly documented. Based on the reports YOU approved, there is no cause or basis for separation. Even as late as yesterday, the Board has provided no evidence supporting severance. Something else is going on – and that should be disclosed. The public smells a rat, the public wants to know and you have a responsibility to truthfully divulge why this action is being proposed.

***Extracts copied from Annual Comprehensive Financial Report (ACFR) 2019-2022

2019

- Assets of the District exceeded its liabilities and deferred inflows of resources, at the close of the most recent fiscal year, by \$153 million (net

position). Of this amount, \$31.8 million (unrestricted net position) may be used to meet the District's ongoing obligations.

- The District's net position increased \$7.1 million. A significant portion will serve to provide resources for future capital projects.
- The General Fund's ending fund balance is at \$3.8 million.
- The District retired \$859,678 in bond principal during the year.

2020

- The District's net position as of June 30, 2020 was \$157.96 million and reflects an increase in net position of \$5.66 million over the prior year. Of this amount, a total of \$36.63 million (unrestricted net position) is available to meet the District's future obligations, including future planned capital projects.
- The District's General Fund reported an ending fund balance, as of June 30, 2020, of \$4.63 million, representing an increase of \$0.86 million over the prior year. Of this amount, a total \$3.11 million represents the unassigned fund balance.
- The District's Community Services Special Revenue Fund ended the year with a fund balance of \$15.28 million, reflecting an increase of \$1.81 million from the prior year; the Beach Special Revenue Fund ended the year with a fund balance of \$2.59 million, reflecting an increase of \$0.78 million from the prior year. The entire fund balance within the District's Community Services and Beach Special Revenue funds are either restricted or committed for future use to support the District's recreational programs and facility improvements.
- As of June 30, 2020 the District had total bond debt outstanding of \$5.22 million including Utility Revenue Bonds outstanding of \$4.08 million and Recreation Bonds outstanding totaling \$1.14 million.
- The District retired \$0.89 million in bond principal during the fiscal year

2021

- The District's net position as of June 30, 2021 was \$159.93 million and reflects an increase in net position of \$1.97 million over the prior year. Of this amount, a total of \$41.31 million (unrestricted net position) is available to meet the District's future obligations, including future planned capital projects.
- The net position of the District's governmental activities increased by \$3.68 million (to \$82.95 million) and the net position of the District's business-type activities decreased by \$1.71 million (to \$76.99 million).

- The District's General Fund reported an ending fund balance, as of June 30, 2021, of \$5.73 million, representing an increase of \$1.10 million over the prior year. Of this amount, a total \$3.79 million represents the unassigned fund balance.
- The District's Community Services Special Revenue Fund ended the year with a fund balance of \$15.97 million, reflecting an increase of \$0.69 million from the prior year; the Beach Special Revenue Fund ended the year with a fund balance of \$2.38 million, reflecting a decrease of \$0.21 million from the prior year. The entire fund balance within the District's Community Services and Beach Special Revenue funds are committed for future use to support the District's recreational programs and facility improvements.
- As of June 30, 2021 the District had total bond debt outstanding of \$4.31 million including Utility Revenue Bonds outstanding of \$3.55 million and Recreation Bonds outstanding totaling \$0.77 million. The District retired \$0.91 million in bond principal during the fiscal year.

2022

- The District's net position as of June 30, 2022 was \$164.49 million and reflects an increase in net position of \$4.47 million over the prior year. Of this amount, a total of \$45.44 million (unrestricted net position) is available to meet the District's future obligations, including future planned capital projects.
- The net position of the District's governmental activities increased by \$0.43 million (to \$8.27 million) and the net position of the District's business-type activities increased by \$4.04 million (to \$156.22 million).
- The District's Utility Fund ended the fiscal year with a net position of \$77.57 million, which represents an increase of \$0.58 million from the prior year.
- The Community Services Fund ended the year with a net position of \$64.72 million, reflecting a decrease of \$0.75 million from the prior year; the Beach Fund ended the year with a net position of \$13.93 million, reflecting an increase of \$4.21 million from the prior year.
- As of June 30, 2022 the District had total bond debt outstanding of \$3.43 million including Utility Revenue Bonds outstanding of \$2.99 million, Recreation Bonds outstanding totaling \$0.39 million, and lease debt of \$0.04 million. The District retired \$0.93 million in bond principal during the fiscal

Mike Wang
782 Golfer's Pass

Prepared statements
Ryan Ritchie
IVGID special meeting
June 23, 2023

It seems that many of us in the community are expressing supreme frustration with this Board of Trustees, and for good reason given the lack of transparency regarding the process of Indra's so-called resignation. It appears to many that Indra's employment may be unjustly coming to an end. This seemed to be an overly strong reaction to prior discord between several rancorous community members which seems to have spilled over and unduly influenced several of you as Trustees. Shocking, really. But at the same time not shocking given your prior unproductive criticism of Indra.

It seems this Board – ~~and perhaps Boards prior~~ ^{has} – have failed in their duties. Most Boards I know shoulder primary responsibility for essentially two things: setting broad strategic direction writ large, and hiring/ firing the CEO/ GM.

Do we have a strategic direction? No, not really. Trustees seem to be waylaid by the noisy few to the detriment of the vast majority whenever anything productive comes along. Lots of examples there, from facilities improvements, the effluent project (phew, glad we're finally underway there!), maximizing the golf venues, perhaps some beach improvements, and of course closest to my heart the Diamond Peak Master Plan. And on that note – piddling recent amounts of capital reinvestment in DP as a profitable venue/ enterprise despite failing infrastructure. All skiers have experienced the breakdowns of our 35+ year old lifts since the Board consistently diverts money to other projects.

Anyway – to the matter at hand.

A responsible Board should be excited about a GM hire. A couple of you inherited Indra, so perhaps we'll forgive you for not being excited. Either way, you inherited his contract. A Board's role isn't really just to hire and fire, though, is it? A Board's secondary responsibility includes supporting and holding accountable any CEO or GM. Support does not mean simple ra-ra for whatever Indra does – it means fundamental guidance, mentorship, constructive feedback. It means identifying areas for improvement and establishing a performance improvement plan if necessary. DID YOU DO THAT? I never heard about one.

I am open to the idea that Indra perhaps wasn't as receptive as you might have liked – but it's incumbent on each of you to make sure that he IS open to your feedback. Given the vitriol we see from both community members and from Trustees, is it any wonder that Indra perhaps didn't trust that any feedback wouldn't be constructive, objective, and supportive? What we see instead is that the community trusted Indra – yes, in part because he was in fact a nice guy. Many of us experienced great things from Indra over his 20 years of service to IVGID. He has the support of the community, but he didn't have enough of your support.

He has the community's trust. When we see him openly attacked, we just don't trust the Board.

Dr Myles Riner
Incline Village

I believe one of the reasons why we are here today, one of the reasons why three of the Trustees have coerced Indra into leaving the GM position, is that Indra was not fully on board with the idea of eliminating the use of rec fees to subsidize the operations of some of IVGIDs major venues, like the Golf Courses. Over several months he indicated to me that he felt this was a fundamental change to the entire premise of a General Improvement District that our community, if they understood this, would not support.

When the Board first adopted the Cost Recovery Pyramid methodology, they effectively eliminated the use of subsidies to keep user fees low at these recreational venues. You acted as if a 100% cost recovery target was a preestablished element of the Pyramid method. But the creators of the Pyramid method in fact recommended that communities using their scheme go through a very detailed analysis of who benefits from these venues, including extensive feedback from the community, before setting these cost recovery targets. This is something the Board did not do when adopting these cost recovery targets.

I believe that ^{much of} ~~all~~ the hubbub surrounding the delay in adopting the proposed changes in the accounting methods, retroactive adjustments, and financial reporting you three Trustees, and your vocal perpetually aggrieved supporters, demanded, traces directly back to the misapplication of this Pyramid pricing scheme. Even the Moss Adams consultants missed the serious impact these cost recovery targets would have on our GID's financials. In addition to ignoring all the other benefits that residents besides our golfers enjoy from having these golf courses in our community, like the snowshoers, cross county skiers, sledders, and dog walkers who enjoy these courses off-season, you completely ignored the fact that every business and property owner in

Incline and Crystal Bay benefits from our courses through enhancement in business incomes and property values. Thus, the cost recovery targets for our major venues should perhaps have been set at 85% or 90% and not at 100%. The rec fees are, in fact, a good investment for all of us, and a fair way to supplement the cost of operating these venues, and allow more of our residents to afford to use them. Indra understood this, and that's one of the reasons you made his work as GM untenable.

June 23, 2023

Re: June 23, 2023 Special Meeting of the IVGID Board of Trustees

Dear IVGID BOT,

I am here today to support Indra Winqest, IVGID's General Manager and to urge the board to continue Mr. Winqest as General Manager per his contract.

Overall, Mr. Winqest is trustworthy, respectful, ethical and approachable. Over the years Mr. Winqest has demonstrated strong organizational and time management skills while managing a large team. He has excellent face-to-face communication, presentation and leadership skills; responds well to feedback; and is an excellent relationship builder.

IVGID continues to enjoy a very strong financial position and the community assets are well-managed.

Very truly yours,
Dianne Severance
Incline Village community member