

IVGID Townhall Questions

***SUBMITTED VIA EMAIL PRIOR TO THE TOWNHALL/ FORUM**

- 1) Question for Trustee Schmitz

Trustee Schmitz, why did you propose a 100 cost recovery target for the Champ Course when many residents besides golfers use the course, especially in the off-season, for dog walking, cross country skiing, snowshoeing, sledding, and level-ground hiking; and when every property owner in IV/CB benefits in terms of maintaining their property values by having this course in our community?

GreenPlay, the inventors of the Cost Recovery Pyramid, would suggest that when a venue benefits such a wide swath of the community, and has a short operational window for revenue generation, the cost recovery target should be significantly less than 100%.

- 2) What exactly is a general improvement district ("GID")? Not the verbiage contained in NRS 318.075 (a "body corporate and politic and a quasi-municipal corporation") which few understand but rather, what exactly is it?
- 3) How exactly do GIDs differ from other "governmental subdivision(s) of the State of Nevada?"
- 4) What powers do GIDs possess, and how are they limited by Dillon's Rule, if at all?
- 5) How do those powers differ from those permissibly exercised by other general governments?
- 6) Where does one go to get answers to these questions other than reading the NRS for him/herself?
- 7) Is IVGID exceeding its permissible powers?
- 8) If so, what remedies exist to address IVGID's exercise of excess permissible powers?
- 9) What is the status of the search for the IVGID General Manager and what is the targeted date for onboarding the successful candidate? It would be helpful for the Board to periodically update the community as the process continues.

- 10) What is the status of the preparation of the District Strategic Plan for the period of 2023/2024 through 2024/2025 and is it intended to be completed prior to the appointment of a new General Manager or subsequent to his/her onboarding?
- 11) Has the Board defined expected revenue for each of the recreational facilities so that performance against objectives (Performance against Plan) can be evaluated? Without expected metrics, how can performance be accurately and fairly defined?
- 12) Has the Board and its counsel evaluated how the current agenda format limits public participation by virtue of having public comment before an agenda item is raised. The current format has, for many interested parties, significantly limited public participation because reports from Board and Staff have been embargoed until the agenda topic is opened. An obvious example is the April meeting of the BOT where the report outlining golf operations and possible changes was not released to interested parties despite having it ready at the sign-in table?
- 13) Is it true that some or any of the members of the Board of Trustees have discussed the elimination of the organized golf clubs that currently use the Incline Village golf courses? If so, why?
- 14) Is it true that some or any of the members of the Board of Trustees or their Staff have discussed the possibility of selling any of the IVGID recreational venues to private investors or private operators? If so, why, when and in what context?
- 15) There have been rumors regarding the closer of the Mountain Course. What are the current views of the Trustee' regarding the Mountain Course?
- 16) I understand that there are a couple of financial audits either being conducted or contemplated based on details provided by the Acting Director of Finance regarding the state of IVGID finances.

What are the status and any interim findings of these efforts?
- 17) With the current turmoil created by the recall hopefully concluding, what are the next steps, and if the vote is unfortunately for recall, what are the selection process for new board members?
- 18) Will Washoe County charge us for the cost of the recall special election?
- 19) What is the status of the Recreation Center, remodel, or expansion?
- 20) Is the Château undergoing a process of remodel or expansion?

21) Will there be some revisiting and possibly changes to some of the extensive changes to our all-you-can play passes for the golf course?

Particularly the unreasonable increase in couples pass costs and very limited play on weekends for all-you-can-play passes.

22) Will there be some revisiting and possibly changes to some of the extensive changes to our all-you-can play passes for the golf course?

Particularly the unreasonable increase in couples pass costs and very limited play on weekends for all-you-can-play passes.

23) "Given that members of the BOT, members of the Audit Committee, and the surviving IVGID finance people see no evidence of fraud, theft, embezzlement or malfeasance in IVGID's conduct, why in the world is the Board authorizing spending \$30,000 to \$150,000 for a forensic audit?"

I quote from investopedia.com

During a forensic audit, an auditor seeks to derive evidence that could potentially be used in court.

A forensic audit is used to uncover criminal behavior such as fraud or embezzlement.

24) There seems to be some statements made around golf club members getting special golf play pricing that is better than Picture pass holders. I believe this is not true. Please clear this up by either supporting or denying the above statement?

25) Please state the open management positions that have not yet been filled with a full time employee. Please list the dates that each position became open. Please give us (residents) an update on the current status of applicants in process for each of these open positions.

26) What Environmental Impact study was submitted by NV Energy or conducted by IVGID prior to approving this project?

27) Since noise limitations within Incline Village are governed by TRPA Code of Ordinances Chapter 28, what noise impact report was submitted by NV Energy to IVGID?

- 28) Specifically, what noise levels were projected?
- 29) What noise monitoring equipment is currently operational to ensure that TRPA limitations are met?
- 30) Was IVGID provided with a Safety Risk Analysis by NV Energy? (Such a study is standard within the aviation industry in order to identify operational risks and plan mitigations)
- 31) What was so compelling about the Diamond Peak site that led the IVGID Trustees to discount the adverse impact on adjacent homeowners in favor of a commercial agreement in favor of NV Energy?
-

***SUBMITTED AT THE TOWNHALL/ FORUM**

- 1) Trustee Noble – is your service on this Board what you thought it would be when you were elected? If yes, how so. If no, please elaborate
- 2) Trustee Tulloch – your sense of humor has been found to be offensive – what are you doing to correct this behavior?
- 3) At least 7 senior manager jobs have been vacated in a year. Why are we investigating fraud, when the apparent reason is micromanagement by Trustee Schmitz and Tulloch?
- 4) Trustee Schmitz – is it true that you authorized the purchase of pickle-ball ball tossing machine that wasn't in the budget for this year?
- 5) How can Ms. Schmitz tout her fiscal responsibility when she loses a 25.9 million dollar grant, she's looking to spend half a million dollars in hiring a new GM, and she's complaining that the recall may cost the District \$100,000.00? Resign already!
- 6) Trustee Schmitz please tell us about your plans for the Recreation Center expansion and how you plan on putting together a funding source?
- 7) /why did Vice-Chair Schmitz unilaterally shut down the months of work by the Dog Park Committee and choose the Village Green for the preferred sight for the Park which was in direct conflict with a large majority of the Community?
- 8) Why does Vice-Chair Schmitz continue to engage in the daily operational activities at the Beaches and various other venues of the District when her job as Trustee is to provide input to the General Manager through the Board deliberative process? No Trustee has the authority to demand reports, dictate operations or interfere in the day-to-day activities of the District.
- 9) In recent audit meeting, Trustee Schmitz acknowledged that board involvement in staff work was not allowed. Yet she continually does it. What is the remedy?

- 10) **Question for Sara Schmitz:** Why do you think there has been a mass exodus of senior IVGID management during the past 12 months under your tenure as a board member?
- 11) **Question for Sara Schmitz:** You are known for “Micromanaging IVGID Staff”. Have you had the opportunity to reflect on how your actions have adversely affected IVGID staff? Do you take responsibility for your actions and how your excessive micromanagement has contributed to the lowest employee morale and the emergence of a toxic work environment for IVGID employees?
- 12) **Question for Sara Schmitz:** You continually say that you don’t know that you had to vote Yes on both initiatives regarding the David Duffield Foundation Grant. Why do you continue to deflect this? In the last Channel 4 News report it was clear that GM Winquest spoke to every trustee reiterating that the donation required unanimous support. Will you ever take responsibility for the loss of the \$26 million dollar grant?
- 13) **Question for Sara Schmitz:** Trustee Schmitz, you alone are responsible for the loss of the \$26 million dollar grant from the Duffield Foundation. You and Trustees Dent and Tulloch spearheaded a campaign to remove GM Winquest. Which is costing the district \$250,000 to pay out his remaining contract. If we make it to a special election the cost to the district will likely be \$100,000. Have you thought about resigning to save the district the additional expense?
- 14) How did the Board handle the complaint by staff that Trustee Schmitz had inappropriately interfered with staff handling her neighbor’s beach pass privileges?
- 15) Why Does Vice-Chair Schmitz continue to lie regarding the Duffield Foundation Grant when she, herself, admitted in hindsight, that she made a mistake when questioned by Channel 4?
- 16) Sara, how did you come up with the girls’ only gym? Totally wrong for the Duffield Donation.
- 17) Sara – Why are you claiming the Duffield Donation was for a girl’s only addition – Total fabrication of the generous offer you solely rejected?
- 18) Have you used the skate park? If so, when?
- 19) Chair Dent, please explain why you did not think it was appropriate to recuse yourself from voting for Mr. Dobler’s appointment to the Capital Committee.
- 20) Why would Board Chair Dent refer to the recall as “fun and games” when questioned by the media? There is nothing fun or gam-like when addressing a recall of 2 Trustees!
- 21) **Question for Matthew Dent:** Did you know ahead of time that Trustee Schmitz was going to vote no on the design of the Duffield project? If you did, why didn’t you call for a recess, speak to the GM who in turn could have spoken to Trustee Schmitz to possibly save the \$26 million dollar donation from the Duffield Foundation.
- 22) **Question for Matthew Dent:** When you were interviewed by Ben Margiott from Channel 4, can you tell me why you said, “It’s nothing new, it’s just the fun we

like to have in Incline Village.” Do you think it was fun when IVGID employees lost access to the beaches? Was it fun when the long term employees who must endure a toxic work environment and micromanagement?

- 23) **Question for Matthew Dent:** What are 3 objectives that you want to accomplish when you took office, and please share what exactly you have accomplished on each of them?
- 24) Trustee Dent – Where is the documentation from the Ethics Commission that you said you would submit to be included with the meeting minutes?
- 25) Trustee Dent – What is the status of your \$800,000 loan with the Doblars?
- 26) This Board said a survey wasn’t required for the dog park and now you have changed your direction and say it is. Is this going to be different from the community – wide survey OR standalone?
- 27) You have put a time certain adjournment on this agenda and did so at the last minute – why? What was your Fear? And why 8:30 p.m. when typical Board meetings go to 10 or 11 p.m.
- 28) Are you on the District’s health insurance plan? If yes, how does that work?
- 29) Your Leadership, Chairman Dent, at meetings is deplorable as you never stop degrading comments towards Staff – Why?
- 30) Trustee Schmitz – you have a rather colorful history with the Blackhawk community in Northern California – would you like to take this opportunity to enlighten us? Give us your side of the story?
- 31) Why did Chair Dent refuse to honor the request of two of his fellow Trustees to delay the first Town Hall until five of the Trustees could be present? “Meeting dates are set on Wednesdays” is not an adequate answer as set dates have been changed by this Chair several times during his tenure.
- 32) Mr. Dent, do you have any respect or regard for your fellow trustees? What you have done scheduling this meeting is quite bothersome. We know this was Trustee Tonking’s idea that you stole to use for your political wellbeing which is a joke. Do you think it may have been more advantageous if you waited until the entire BOT was available, not only out of respect for your co-trustees but for your community members who you’ve been elected to SERVE? Do you think it was wrong to form by vote a golf advisory committee without trustee Noble there?
- 33) Why would Board Chair Dent allow this meeting to take place when one of the Trustees, Tonking, was unavailable and had given prior notice over a month ago? And Trustee Tonking was a staunch advocate to hold Townhalls as evidence in her campaign literature.
- 34) Why are you holding this forum when Trustee Tonking is out of town and this was her item? Isn’t that rude and disrespectful?
- 35) Is resigning even a possibility?
- 36) This question is for Sara: How can you be so disrespectful of staff that have faithfully and proudly worked for IVGID longer than you’ve even lived here?
- 37) Same question for Matthew and Ray. Why are you so disrespectful of staff?
- 38) Why are you so intent on fixing a community that isn’t broken?

- 39) Why do you continuously ignore most of the community members who are against what you are doing?
- 40) Do you thrive on power so much that you ignore how you hurt so many others?
- 41) The Board is implementing line-by-line online financial disclosure, which will enable a small group of citizens to micromanage and question every IVGID expense, no matter how trivial. The goal of some who do this is to dismantle IVGID. How are you going to protect IVGID staff and the larger parcel – holding community from this massive interference?
- 42) Why does Vice – Chair Schmitz continue producing her biased newsletter through her 501-(c)3 Community First Foundation and solicit for folks to remove themselves from the petitions which is in direct conflict with the rules of a non-profit engaging in political activities?
- 43) Why are District employees expected to take abuse, suffer slander and liable by certain community and board members without recourse while Trustees are allowed to take valuable taxpayer time and dollars to defend themselves for the same type of abuse on the record at Board meetings?
- 44) How did public outcry over ending the employee beach policy affect the Board's thinking and future actions?
- 45) How will the public outcry over putting Dobler on the long Term Assets Board affect your practices in the future?
- 46) Micromanagement seems to be a term that this Board doesn't understand – why not?
- 47) Where does community benefits fall in Board decisions – since many of the benefits IVGID used to provide – discounts to non-profits, access to the beach for water safety purposes, access to the golf courses for the high school golf team, ect. Have all been discontinued; who changed IVGID from community based to penny-pinching money and rules based? I don't think that was in any of the Board's campaign goals.
- 48) Social Media is an important communication tool – do you agree or disagree, and how do you use it? Please be specific as to the platforms you are or are not on/ using.
- 49) How do you think the community will react if you have to increase the recreation fee to pay for all the capital investments that need to be made?
- 50) Is it true that both Trustee Schmitz and legal Counsel are now reviewing every single purchase/ contract, no matter how small or menial? Is this not micromanagement? And what about the added fees being billed by legal counsel – is that reasonable?
- 51) Why does Trustee Schmitz approve all Purchase Orders, when she is not supposed to be involved in the daily operations of IVGID?
- 52) The Mountain Niners are currently being “punished” due to what you conceive as a political statement, when it was intended to educate our members of the threat to golf and clubs in general. Where can we read where it says we can't inform our members about possible threats to the golf course and/ or golf groups?

- 53) Please explain the seasoning behind your decision to temporarily suspend the ability of one of the clubs to communicate with its membership. Was this a measure and rational means of displaying your disapproval or was it punitive and vindictive? Do you feel this is a good way to gain the support of a community that seems to have lost all respect for you?
- 54) How were the Golf Advisory Committee members selected by the Board of Trustees, specifically, what was the criteria of each person?
- 55) There are at least 200 woman golfers in golf clubs in Incline Village, how is it that not one woman was selected to the golf advisory board?
- 56) Who is protecting staff from retaliation – and how – if they signed the 2023 recall petitions, since Trustee Schmitz has the list?
- 57) It appears to the public that Trustee Schmitz has personal vendettas against certain employees – would you care to comment?
- 58) Trustee Schmitz – how many times, on average, do you communicate with the Interim General Manager Bandelin?
- 59) Trustee Tulloch – how many times, on average, do you communicate with the Interim General Manager Bandelin?
- 60) If the wealthy on Lakeshore Drive can invite groups as guests on their property without sacrificing their property rights, why can't IVGID invite their employees?
- 61) Why was a \$50,000 contract to give legal opinion on employee beach access signed over a month after the policy was announced to employees? And why would one legal opinion cost \$50,000?
- 62) Regarding the beach deed what EXACT question was posed to special legal counsel that resulted in this new and different determination?
- 63) What is this Board ding about replacing beach access that you took away from employees? And why did you do away with a terrific recruiting tool?
- 64) What was the intention of the Board to overturn the previous legal decision made to grant non-resident IVGID employee's beach access when it was already determined it did not violate the beach deed?
- 65) In California, businesses with high value property that is sometimes used by the public, take one day a year to close off their property to protect their private property rights. Why can't IVGID simplify the beach deed problem and do the same thing? Were any discussions of alternative methods, other than banning employees from the beaches, made?
- 66) Have you researched Kevin Lyons background in Governance before hiring his firm?
- 67) When the Community speaks, do you listen?
- 68) Why is Trustee Tonking's request for an investigation into the high IVGID turnover rate being ignored?
- 69) What is your knowledge of the 2018 Master Plan? Why would you need a survey regarding the community service's needs, when you already have this through the master plan?

- 70) The Moss – Adams report recommended that the GM Job be split into 2 positions. Trustees from the 2022 GM evaluation continually mentioned that the GM had too little staff and too much to do. In 2022, only Sara Schmitz gave the GM and evaluation under 7. Coincidentally, Sara Schmitz was embarrassed because she caused the loss of the \$25 million Duffield Grant in the fall of 2022. How did we go from these facts to pushing out the GM, paying for an extra year's salary for him, paying a recruitment company \$50,000 and approving an Assistant for the GM? Why did the Board Allow Sara to retaliate against the GM at these huge costs to IVGID community?
- 71) Why is the majority of this Board willing to spend close to \$500,000 in search and hire of a new GM, who will have zero knowledge of the District, when we had a very capable and well liked GM already in the position?
- 72) We have a community member who is verbally abusing staff. The Board is aware of it, so when is this Board going to address it, or are they just going to continue to ignore it and hope it goes away?
- 73) The Board had a General Business item to appoint liaisons to the venues and then without a General Business item you "fire" Trustee Tonking and appoint Trustee Schmitz – I don't think that was legal – would you care to comment?
- 74) Has any Trustee filed a Voter Integrity Complaint in the last 6 months? If yes, was it more than one and what was the subject matter?
- 75) After the issues with the application and selection of the Capital Improvement Committee, why would the Board suggest any future committee could self-appoint and not follow the vetting process that the Board has previously approved?
- 76) How did the Board handle the resignation of Mr. Homan from the audit committee, where he cited ethical problems and interference by Trustee Schmitz?
- 77) Who decided to change 50 years of practice and not have the GM at the Board meeting with the Trustees – and when was it decided – since it was implemented before the new Board was installed and elected officers?
- 78) Since in 2021 & 2022 Trustees Tulloch, Schmitz, and Dent were all either Trustees, on the Audit Committee, why suddenly in 2023, is there a big problem with the Finance Department and the concern about fraud?
- 79) How was the GM protected from retaliation by Trustee Schmitz for protecting employees from her ongoing interference?
- 80) Some vocal parcel holders want to dismantle IVGID completely. Given the numerous management vacancies, continual micromanagement, and inability for staff to get things done, it seems like the Board is bringing this parcel holders wish to fruition. How do you respond to this concern?
- 81) What do you think the Public should think when Cliff Dobler boasts, "I own the Board"?
- 82) How did public outcry over the departure of the GM affect your actions in this event? How did you encourage him to stay?

- 83) Why do we need a forensic audit – with a current budgeted cost of \$150,000, plus a new position for Internal Auditor – plus the regular annual audit – plus an Assistant Finance Manager – when there is no indication of any fraud – and only evidence that a new computer system, too many special projects, and too little staff have caused the current financial backlog? This is wasting at least \$150,000 which could be used to fix the Tennis Courts, provide Spanish language services to the community survey tool, or any of the many projects that could actually benefit IVGID parcel holders.
- 84) Why was Dobler, who admitted to contributing to some of the Trustees' campaigns, put on the Long Term Capital committee when his behavior on the Audit Committee the prior year caused problems within the Committee and the Staff?
- 85) Bobbie McGee, the Interim Finance Consultant, has reported that in his opinion, IVGID's financial backlog issues are connected to implementing the new Tyler system and managing too many special requests, without enough staff. How does doing a forensic audit at the cost of \$150,000 to \$1 Million fix either of these?
- 86) The Board is Responsible for providing a Safe working environment for employees – and Board members are not allowed to interfere or involve themselves with the staff – but only interact with the GM. Why is it that employees continue to complain about inappropriate behavior by parcel holders and interference by certain board members and seemingly nothing is done?
- 87) How is this Agenda item Clear and Complete, which is required by NRS? You are in direct OML violation by continuing.
- 88) Why doesn't the Board talk about the ongoing IVGID management vacancies – but authorizes layer after layer of audits and consultants?
- 89) While the board has not discussed venue privatization and contracting out venues, people financially supporting your campaigns have. Board decisions also seem to have been made prior to any board meeting, indicating some back-door discussions are happening. How can the public be guaranteed that privatization or contracting out venues will not be done?
- 90) Why are we ignoring actual recreational needs, such as fixing the tennis courts and instead, spending so much money on audits, when there is no evidence of any problems except lack of staff?
- 91) If it is true that you want to eliminate the golf clubs please explain why. If that is not true then explain why you think keeping the golf clubs is in the community's best interest.
- 92) Are you going to dismantle the golf clubs? If so, how and when are you going to do it?
- 93) Do you think you are treating all of our golf clubs equally? If not, in what way or ways are they not being treated equally? And if they aren't being treated the same can you explain why?
- 94) What is it that you have against the golf clubs?

- 95) Do you believe this community's golf groups are a good revenue source?
- 96) Will eliminating golf clubs that guarantee substantial revenue be a positive or negative?
- 97) What do you, Sara, know about golf and how clubs operate?
- 98) If the gymnastics structure were built in the future, what are the estimated costs for maintenance and upkeep?
- 99) How can you possibly say you are transparent when you do things that are so under the rug and secretive, only disclosing after the fact?
- 100) Why did the Board of Trustees think they had a right to infringe on the 14th Amendment of the US Constitution by questioning LLC's as a legal of title? Isn't this discrimination and way outside of the Trustees purview and jurisdiction?
- 101) Why do members of this Board keep inferring, through the Audit Committee, that fraud MAY have been committed with absolutely zero proof from the County or the State?
- 102) When a Trustee is overstepping their boundaries and there are boundaries, what actions are taken to remedy the situation?
- 103) The volunteer dog geese patrol has been a great success. How is it that a dog member of that patrol, owned by a Board trustee, is blind, must remain on a leash, and walks the beach during non-patrol hours... while other parcel holders cannot walk their dogs on the beach?
- 104) The Chair should ensure the Board effectively governs IVGID and that trustees work well together. How does he think this is going?
- 105) The Board had a General Business item to appoint the venues and then without a General Business item, you "fire" Trustee Tonking and appoint Trustee Schmitz – I don't think that was legal – Would you like to comment?
- 106) Why is the Board focus always on finances – not recreational benefits? For example, the Board recently bemoaned that the beach goers only spent \$2.50... as if the goal was for Beach goers to spend \$25. Isn't the purpose to let parcel holders use the beach, not for IVGID to extract the most money it can from us. Do any of the Board members actually use the facilities – or do you just see potential profit centers everywhere? What do you think the public should think when Cliff Dobler Boasts, "I own the Board"?
- 107) Who decided to ignore the longstanding, pyramid policy for cost reimbursement, where pricing is based on 0, 25%, 50%, and 75% of cost based on community versus personal benefits? The practice has been that the basic \$650 annual recreation fee pays for most of the package of recreational venues, with additional charges added based on a pyramid approach. This approach is how Incline properties have been marketed and sold since the early 1970's. Who decided to flip the pricing so the individual fees are first, with the basic annual fee optional?
- 108) What is the rationale behind locking down the beaches using gates when this doesn't seem to be a problem? Isn't signage enough?
- 109) Why are you not allowing the IVGID employees access to the beaches?

- 110) Why are there no women on the Golf advisory committee?
- 111) Why did the Board of Trustees select the Village Green as the location for a dedicated dog park without consulting the community?
- 112) Has any trustee, in the past 6 months, requested a formal Advisory Opinion from the Nevada Commission of Ethics?
- 113) Do you think a blind Goose Patrol Dog can be effective? If so, why?
- 114) Can you speak to your plans to address the gaps, opportunities, and recommendations outlined in the Moss Adams report?
- 115) When will board members start supporting each other?
- 116) Question for Mathew Dent: why do you allow members of the angry 8 to continually be disrespectful, assaulting, slanderous, and unprofessional? This does not represent our community in any way. Why do you allow this and is there no decorum for public comments?
- 117) It seems that in addition to making repetitive, generally negative comments at each board meeting, some parcel holders also submit endless public request documents, endless emails, make phone calls, have meetings with Board members, and finance campaign costs to push their point of view. This is happening while people who come and make statement at the public meeting seem to be ignored. How should this problem be resolved?
- 118) Will each question submitted at this Townhall be responded to?
- 119) Are you or someone else prescreening the submitted questions and if yes, why?
- 120) You have been accused of wanting to change this community into a vacation destination without regard to the model that Incline was successfully built on. Do you deny it? Have you received community support of such an action?
- 121) Was your latest training session with Governance Sciences posted? And why wasn't the public invited?
- 122) What practices from your training have you put to use?
- 123) Why do whistleblower complaints get submitted to the Audit Committee?
- 124) How do you decide what investments should be bonded versus paying cash?
- 125) Do you treat all staff members with respect?
- 126) What is an Enterprise fund? Please be as detailed as possible.
- 127) What does supporting staff look like to you?
- 128) When a Trustee is overstepping their boundaries what actions are taken to remedy the situation?
- 129) Please provide us any examples where public input has affected a board decision during 2023.
- 130) What has been done in 2023 to fix the tennis and pickle-ball courts?
- 131) Why has this board refused to collect data instead of dismissing the pressing issue of staff morale?
- 132) There have been issues delineating between the boards role and what the management team's roles and responsibilities are. What do you feel this boards role should be?

- 133) Are the IVGID Bank accounts now reconciled through 09/30/2023? If not, what month are they recoiled through, and are there any outages?
- 134) The Board of Trustees is responsible for the oversight if the Districts financial reports and the systems of internal controls. When do you hold yourself accountable for the issues happening within IVGID?
- 135) Why were there no lifeguards at the beaches in 2023? Did IVGID's insurance rates for the beaches increase?
- 136) What Changes can you make to the whistleblower policy to ensure that IVGID employees can submit complaints without fear of retaliation?
- 137) What makes a Trustee a good Trustee? Details please.
- 138) You have hired a number of consultants – shat has been the benefit that the community has reaped from the spending of these dollars?
- 139) Why are so many of our Sr. Leaders departing?
- 140) There has been discussion to allow new senior managers to work remotely in order to fill vacancies. What are the tangible costs of having remote executives? Why were no efforts made to retain existing executives?
- 141) If a staff member has a complaint about a trustee, what happens? Please be detailed.