SILVERLAKES-GATEWAY HOA
c/o Compass Rose Management
1010 NE 9th Street
Cape Coral, FL 33909
239-309-0622

Board of Directors Minutes
Thursday, March 5, 2026 – 11:00 am
Silverlakes Community Clubhouse

1. Establish Quorum/Call to Order: The meeting was called to order at 11:00 am with President, Joe Conners; Vice President, Justin Clerico; Treasurer, Catherine LeGendre; Secretary, Manoj Sam, and Director, Nick York in attendance. Scarlet Milano, CAM, was also present representing Compass Rose Management.

2. Proof of Notice: Agenda was posted more than 48 hours in advance as required by Florida Statute at the Silverlakes Community Clubhouse and the community exit gates.

3. Pledge of Allegiance: The Pledge of Allegiance was recited.

4. Approval of the Minutes:

a. February 25, 2026, Board of Director's Meeting Minutes

Motion: A motion was made by Catherine LeGendre to approve the **February 25, 2026**, Board of Director's Meeting minutes. Seconded by Justin Clerico. **All in favor - Motion Passed.**

5. Old Business - None

6. New Business – Appointment of Committee Members. The Board thanked the community volunteers who have served the community throughout the years. Justin acknowledged receipt of a petition and a follow-up letter that were sent to the Board prior to the meeting. He addressed the following key points found in the letters:

- Regarding term limits, there will not be term limits for committee members. The committee seats are not elected seats. The Board will appoint owners to the committee.

- Regarding an application process, the Board has selected who they will appoint by considering factors related to the community's broad and diverse demographics, the willingness to collaborate with the Board of Directors, and the interest in exploring new ideas and events.

-Regarding the request that the appointment decision be made publicly: The purpose of today's meeting is to publicly appoint the Committee members.

-Regarding the comment that participation at the new social events will decrease due to the committee turnover: Attendance at past events has been modest, averaging about 3% of the community, with most attendees being former Social Committee members and their families. Introducing new events may increase broader community interest and boost attendance.

-Regarding the loss of experienced volunteers due to the dissolution of the former Social Committee: Any interested homeowner can volunteer. Residents do not need to be appointed committee members to assist with community events. If former committee members would like to volunteer, they are encouraged to do so.

-The letters indicated that the former Social Committee was a self-governing entity. This is incorrect. Previous Boards may have allowed this structure, but it is not in line with the governing documents and the dynamics of the group no longer worked effectively.

a. Community Engagement Committee

Motion: A motion was made by Justin Clerico to appoint the following residents to the Community Engagement Committee (CEC), Ana Farrell, April Barney, Ani Bardakjian, Vicki Conti, and Bethany Domain. Seconded by Catherine LeGendre. **All in favor – Motion Passed.**

The HOA will be implementing the use of a free app called HEYLO. The app will be used to notify residents of events and to provide community information. The app will be fully operational in the next week. Additional information will be made available.

All existing scheduled events will continue without interruption or modification.

f. Homeowner Forum –

- Homeowner commented that the members should have been consulted regarding who would serve on the new CEC and that the decision to replace the former Social Committee seemed rash. Answer: The decision was not made hastily. The former committee stated in their letter addressed to the Board that they believed they were a self-governed committee. The current governing documents for Silverlakes dictate that the committee is not self-governed. They are to be appointed by and work in conjunction with the Board for the benefit of the community. Additionally, the former Social Committee was rife with internal conflict and was unable to resolve the internal issues among themselves for several months.
- Homeowner stated that the claim that the Social Committee had internal issues was inaccurate. Answer: The Board explained that this conclusion was based on the resignation of two committee members in close succession, as well as a third member who spoke at the November Board meeting and read a prepared statement referencing internal concerns. Based on these events, the Board believes the committee has experienced internal challenges over the past several months.
- Homeowner read a prepared letter and acknowledged that recent updates to Florida State Statute 720 prohibit the sharing of personal information obtained on a purchase or lease application however he would like to investigate other means of welcoming new residents to the community without violating anyone's privacy.
- Homeowner commented that she does not agree that homeowners should have to wait until the Homeowner Forum portion at the end of the meeting to speak. She also stated that the Board reading a prepared letter at the meeting, suggests a lack of transparency on their part. Homeowner asked the Board to rescind their motion.
- Homeowner asked why the Board allowed Tillman Fiber into the community without consulting the residents. Answer: Tillman Fiber has no obligation to upgrade the community to fiber. Tillman extended the offer to modernize the infrastructure and likely to generate new business. Additionally, unlike the other prospective vendors who have approached the HOA, Tillman does not require a contract, nor do they require any resident to utilize their services. The installation of the fiber system is a free upgrade that all residents will benefit from should they desire.
- Homeowner stated that any internal conflict within the Social Committee was due to the Board removing Krista Fenski and Flo Dowling from the committee and replacing them with Pat Macchia. She also suggested the Board become more involved with the committees. Additionally, she believes the residents should update the bylaws.

- Homeowner stated that the low attendance at the Social Committee events could be due to some residents feeling uncomfortable attending or not being aware of scheduled events.

- Homeowner expressed respect for the Board and love for the community. She asked how the Board came to select the five (5) individuals that they appointed. Answer: Justin was tasked with finding suitable candidates who reflected the different demographics of the community and who wanted to collaborate with their fellow committee members and the Board. He selected owners in good standing who he felt would work well together. Homeowner also stated that she suspects the former committee may be worried that they will not be consulted on future events and feels that dissolving the Social Committee for the internal issues among only four (4) to five (5) of their twenty-nine (29) members was aggressive. Answer: the scheduled events for 2026 will still go forward as planned. Anyone who would like to volunteer to assist with any of the functions is encouraged to do so. The CEC is willing to collaborate with the owners and previous committee members.

- Homeowner stated that she believes many of the former Social Committee members may feel hurt or disrespected.

- Homeowner read from a prepared statement and indicated that there is contention among the members due to the way the Board decided to handle the matter. Additionally, he believes that the Board's motion to rename committees and dissolve another unrelated committee at the last Board meeting was simply subterfuge to remove members from the Social Committee.

-Homeowner stated she believes the Board intentionally intimidates people.

-Homeowner requested an opportunity to address certain rumors being circulating among the former Social Committee. The Board concluded that revisiting these issues would not be constructive at this time.

-Homeowner stated that she wanted to be on the new CEC but her email expressing this interest was not answered. Answer: The Board wants to limit the appointed committee to five members (5) as the former twenty-nine (29) members did not work effectively.

-Homeowner suggested adding a few more members to the new CEC at a later date since there is no limit to how many may volunteer per the governing documents.

- Homeowner thanked the Board for allowing owners to vent their frustrations at the meeting. He acknowledged that all owners may not agree with their decisions, but they have allowed for an open dialogue among the members at this meeting.

-Homeowner asked if a former Social Committee member would still like to be involved in the community's Easter Egg hunt. Answer: The homeowner declined involvement.

- Homeowner asked why the former Social Committee members are no longer willing to assist given their previously expressed commitment to supporting the community. Additionally, it is not feasible for the Board to try to obtain membership approval or feedback for every action that they take. This act should not be taken as a personal affront to anyone. They are simply conducting community business in the most efficient way they can.

-Homeowner believes people may feel that they need to get permission from the CEC to volunteer. Additionally, he believes the committee should have more structure with elected positions and points of contact. Answer: The Board noted that the committee was intended to operate with a defined structure; however, this was not consistently followed. The

Board's recent action was taken in an effort to address ongoing internal challenges that the committee had been unable to resolve in recent months

-CEC member introduced herself to the owners. She is a former Lifestyle Engagement Coordinator at a planned community of over 700 homes. She has attended many Social Committee events and intends to bring innovative ideas while still providing continuity to the events.

-Former committee member read a prepared statement and reported that the Social Committee always attempted to schedule more events that involved children however those events were poorly attended.

-Homeowner asked how Pat Macchia and Vicki Conti came to be Chair and Co-Chair respectively. Answer: They were interim until the committee could organize.

- Homeowner believes that twenty-nine (29) committee members was not too many. The Board should have allowed the Social Committee to control their internal issues with no interference and that the Board has only appointed new members to the committee as a means of controlling the committee. Answer: The Board has appointed the CEC to resolve ongoing disagreements and to guide the committee forward. There is no intent to control committee operations. While the HOA is not required to have a CEC or Social Committee, the Board recognizes that social events are a valued tradition that bring residents together and seeks to continue promoting a sense of community and fellowship."

Adjournment: With no further business to discuss, the meeting was adjourned at 12:49 p.m.

Motion: A motion was made by Catherine LeGendre to adjourn the meeting at 12:49 p.m. Seconded by Manoj Sam. **All in favor – Motion Passed.**

March, 1, 2026

Dear Members of the Board,

I have heard that the restructuring of the Social Committee was prompted, in part, by concerns about "too much arguing."

For the sake of transparency, we respectfully request clarification regarding:

- The specific incidents that prompted concern
- Whether formal complaints were documented
- Whether the individuals involved were notified or given an opportunity to address those concerns
- Whether corrective steps were attempted prior to restructuring

Without specificity, it is difficult for residents to understand the basis for such a significant structural change.

I appreciate your willingness to provide clarity so the community can better understand the reasoning behind this decision.

Sincerely,

March 3, 2026

Dear Members of the Board,

To promote transparency and shared confidence in governance decisions, I respectfully propose adopting a six-month review framework for the recently restructured Social Committee.

I suggest:

1. Clearly stating the intended objectives of the restructuring.

2. Tracking objective indicators such as:

    - Volunteer retention and recruitment
    - Number of events and attendance
    - Budget adherence
    - Documented complaints or conflicts

3. Presenting a brief report to the membership at the six-month mark evaluating outcomes against the stated goals will provide transparency.

This approach is not about revisiting the decision immediately. It is about ensuring accountability and allowing outcomes to guide future decisions.

A defined review period would demonstrate commitment to transparency and measurable improvement.

Respectfully,

Ana Amaral

February 27, 2026

Dear Members of the Board,

We share the Board's goal of a strong, engaged community and well-supported volunteer committees.

Many of our volunteers have contributed three decades of service, which represents significant social capital for our community. Their experience provides valuable institutional knowledge and continuity that directly impacts the quality of our events and the strength of resident participation. Preserving this long-standing engagement thoughtfully benefits both the committee and the Board.

We recognize the Board's authority and responsibility to oversee committees. At the same time, in a volunteer culture that has operated collaboratively for many years, changes to structure or leadership benefit from clear communication and shared understanding. When volunteers understand the reasoning behind decisions and the process used to reach them, trust is strengthened and unnecessary tension is avoided.

Our concern is not with the Board's authority, but with maintaining the spirit of respect and partnership that has sustained this committee for decades. Preserving long-standing volunteer engagement ultimately protects the Board as well by sustaining community goodwill and participation.

To ensure continuity and protect engagement, we propose a meeting with the Board liaison to discuss a shared decision-making model. Establishing clear communication expectations and collaborative procedures will help ensure that volunteers feel heard and supported.

We would appreciate clarification regarding the rationale for the recent decision and the intended path forward.

As part of that discussion, we suggest consideration of a structured and transparent appointment process, which may include:

- An open call for volunteers with clearly stated vacancies and deadlines
- Written role descriptions outlining expectations, term length, and responsibilities
- A standard application process using consistent questions for all applicants
- Published selection criteria such as experience, availability, and relevant skills

• Published selection criteria such as experience, availability, and relevant skills

• A recorded vote by the Board of Directors in an open meeting to ensure transparency, with executive session used only when legally required

• Term limits with staggered rotation to promote broad participation

Our shared goal is a strong, engaged community and committees that are supported and effective.. We believe open dialogue and a clearly defined process will help us achieve that together. We welcome the opportunity to meet with the Board liaison to discuss these ideas and move forward constructively.

Thank you for your service on the Board of Directors.

Sincerely,

Members of the former Social Committee

March 1, 2026

Dear Members of the Board,

We are formally requesting reconsideration of the recent decision to dissolve the long-standing self-governing Social Committee and replace it with a Board-appointed structure.

For decades, the Social Committee has operated successfully through volunteer leadership, collaborative governance, and strong resident participation. This model has cultivated broad community engagement.

The abrupt transition to an appointment-based structure represents a significant governance shift. While the Board holds authority over committee formation, decisions of this magnitude benefit from stakeholder input—particularly when they affect long-standing volunteers.

Several concerns have emerged as a result of this change:

- Potential loss of experienced volunteers who may be unwilling to serve under an appointment model
- Erosion of trust due to the absence of prior consultation
- Disruption of continuity in planning and event execution
- Reduced resident engagement

These are not hypothetical risks; they directly impact community cohesion, morale, and the effectiveness of future programming.

This letter is not intended to challenge the Board's authority, but to emphasize the importance of process, transparency, and community confidence. A governance adjustment that weakens volunteer participation ultimately undermines the very objectives the committee exists to achieve.

We respectfully request that the Board pause the implementation of the new structure and convene a structured meeting with Social Committee representatives to evaluate alternative models.

A collaborative solution at this stage would demonstrate responsiveness, strengthen trust, and prevent unnecessary division within the community.

Sincerely,

Patricia Arpin Hadjeski

Pamela Verheyden

Kenneth Willmering

A collaborative solution at this stage would demonstrate responsiveness, strengthen trust, and prevent unnecessary division within the community.

Sincerely,

Lois N. Menick

Cheryl L. Lyons

Mary L. Accardo

Alla Canavan

Alexandra Franchino

Joseph Franchino

Janet A. Davis

Ann Stewart

Ramona Stephens

A collaborative solution at this stage would demonstrate responsiveness, strengthen trust, and prevent unnecessary division within the community.

Sincerely,

March 5, 2026

Dear Members of the Board,

I understand that the Welcoming Committee was dissolved in response to the new privacy regulations regarding residents' personal information. I appreciate the Board's attention to compliance and the importance of protecting residents' privacy.

At the same time, I believe there are alternative ways to welcome new neighbors and help them feel included in the community without violating privacy guidelines.

I would like to work with the Community Engagements Committee in creating structured, privacy-compliant welcoming opportunities while respecting regulations.

Thank you for your attention and consideration.

Sincerely, Kenneth Willmering

HOA Letter

I just want to say that I am disappointed at the way the board has been "doing business " in our community. It seems like you have forgotten that you were elected to represent all of Silverlakes residents not just a few. You are making decisions without any input from the residents that live here. You bring up new business during our BOD meetings , make a motion to adopt it, second it and vote on it without any discussion from the residents of this community. If it's brought up later in the homeowners forum you say it's too late because it has already been adopted. When people show concern about the way the board handles their "new business " you just want to "move on" .

I also would like to know how a motion is brought up? For this to happen the board would have had to meet to discuss it prior to the BOD meetings. I'm pretty sure that there are rules that prohibit such meetings without notifying the residents of the community. Would these actions make those types of decisions illegal and void ?

How did you adopt the realignment of the committees motion on 1/29/26 without notice and without a BOD meeting. This to me says you all met in private to discuss this action.

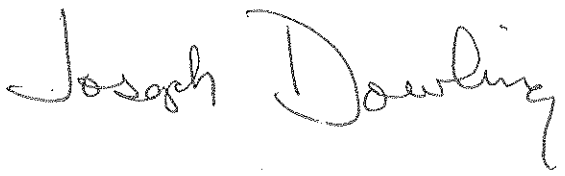
I know several people have asked "why did you dissolve the social committee and not one board member will answer the questions or own up to it. So again I will ask "who authorized the decision to dissolve the social committee " ?

Initially I heard that the board has nothing to do with the social committee and the social committee should have a meeting to discuss any issues amongst themselves. When that meeting was set up it was cancelled by the board. Telling the social committee members that it would be addressed at the BOD meeting. At this meeting Silverlakes residents were informed that the social committee had been dissolved and a new committee was formed and the members were to be hand picked by the board members.

For all of this to happen, board members had to have met privately to discuss and agree on this. Is that not illegal ?

Your actions have created a huge divide in this community. It's a terrible shame that all of this had to happen. Instead of trying to resolve issues with an iron fist why can't we resolve issues with support and friendship.

We are all human and none of us are perfect.

Silverlakes is such a special place. The people are what makes it so special. Always there to help and support each other.
I ask that the board reconsider their actions now and going forward.
Silverlakes is not a place you need to rule with an iron fist.
I ask that this letter be entered into the minutes of this meeting.

Sincerely,
Joe Dowling
11183 Lakeland Circle
Fort Myers Fl.