Eaton Pagosa Estates:
Meeting of the Board to discuss various items.

Date: Thursday August 6, 2026
Time: 5:00pm
Location: 1041 S. Lakeside Dr.

Board members present: Robert Blaise, Mike McMahon, Desi Dundics, John Thomas
Board members absent: Curtis Door
Additional officers present: Kim McMahon (Secretary)

Members present:
John DeMarco
Janna Lilly

Call to order: The meeting was called to order at 5:04pm by Mike McMahon. Meeting minutes were taken by Secretary Kim McMahon

Agenda:
- Who is EPE and community building
    - We'll talk about our community and our brand personality. This will be used as we draft website updates.
- Website: Keeping Wordpress vs moving to Square Space

Who is EPE:
How do we make the community more attractive?

Desi did some research on demographics for our community and signs of a healthy community. Data Desi provided is at the bottom of these notes.
- Financial health
    - What are the annual due and how it compares to other communities (not to be published on the website).
- Rules and CCRs
    - Are they reasonable
    - When were they last reviewed and updated?
    - Are they being enforced?
- Amenities
    - We have a dock and picnic area

    - Some communities have meeting rooms
- Communications
    - How does the Board communicate
    - Meeting minutes - are they in good shape and show good health?
- Properties
    - Well maintained?
    - Road maintained?
- Social Events
    - Do we have them and are they well attended?
- Website
    - Informative and easy to find information?

Thoughts and recommendations:

- What is important to the people in the community?
- How do we compete against other communities?
    - We are competing against other homes in the PLPOA.
    - Not necessarily communities like Capstone.
- Priorities:
    - Financial stability: we are in a good place, but may be a little weak in our road replacement reserve, but it is improving because of recent increase in HOA dues.
    - Governing documents and rules are in good shape and
    - Distinctive in how we look, well-maintained lots, people have invested in their homes
    - Amenities: Paved roads, dock, lake access, and access to walking paths
    - Community
        - Our greatest asset in the community and the people. People want to be part of something that is good.
        - Showing how we are a community on the website.
        - Facebook page

In Summary: Investing in something that brings our neighbors together is an investment we can make that will make a difference.

Idea: Creating a Social committee to foster a strong sense of community

- Budget:
    - Allocate some of our budget to fund activities
    - Look for local realtors to sponsor and provide funding
- Activities:
    - Work social for example cleaning up the weeds
    - Eaton day at <insert venue> to <do this like listen to music>
    - Charitable activities
    - Happy hour at someone's house
    - Target 2-3 activities per year - maybe May and September - when the weather is nice and the summer residents are in town.

For future:

- Discussion on how we can improve our image and become more recognized in Pagosa Springs. Examples are volunteering for local non-profits.

Motion:

- Robert Blaise made a motion to create a Social Committee. Kim McMahon will lead the committee to plan 2-3 activities per year. Allocate $600 budget annually to fund the activities. John Thomas seconded the motion. Motion passed.

Website:
Potential to update our website and move to a more modern platform (such as Squarespace) was presented by Kim McMahon. There are benefits, but also costs involved to do an audit of our current site and migrate to a new platform.

The Board has tabled this discussion.

New Business:

- Good neighbor reminders from ARC on a consistent basis.
    - Kim sends newsletters on some cadence and it could be included in it..
    - Janna can draft and the Board does not need approval.
    - She will include in the monthly newsletter. If she wants something more often, Kim will send.
- Newsletter:
    - Sections:
        - ARC (from Janna)
        - Highlighting someone or something in the neighborhood
        - Paragraph from the President
        - Section on landscaping
        - Community and social activities
        - What we've done and what is upcoming
    - Call for content
        - To the Board
        - To the Community
    - Cadence: Quarterly. Next is September.
- Treasurer Report:
    - All invoices for dues has been sent to homeowners and we are awaiting payments.
- Weed spraying was done by Mike McMahon and John Thomas.
- TO DO:
    - Mowing: Robert to get it set up
    - Snow Removal: Robert to contact and get a contract signed.

Meeting adjourned: 6:45pm

Long-term Community Health
Investing in the social fabric of a neighborhood does more than improve administrative efficiency; it enhances the overall desirability and stability of the community. Associations that prioritize culture and transparency tend to attract more interest and sustain higher levels of commitment over time.

- **Improved community reputation** makes the neighborhood more attractive to potential buyers, which supports long-term property values.
- **Better economic mobility** and overall life satisfaction are linked to the development of strong social capital within residential associations.
- **Consistent good news** updates from the board, such as volunteer shoutouts or project progress, help shift the culture from us-versus them to a collaborative mindset.
- **Resident ownership of projects** encourages homeowners to care for the neighborhood's physical space, leading to better maintenance outcomes.

By focusing on these engagement pillars, HOAs can ensure their community remains a welcoming and well-maintained place to live for years to come.
How To Measure the Health of a Homeowner's Association
Several metrics are essential for evaluating an HOA's overall health. Such factors can help to identify strengths and weaknesses with the HOA's operations and governance. Some of those metrics might include the following:

- Financial Stability –
    - Regarding operating expenses - typically, a healthy HOA maintains a reserve fund of at least 30% of its annual budget to cover unexpected expenses.
    - Regarding any specialty account, such as a road budget, there are many factors to consider for establishing a healthy reserve fund. Some factors would include the actual condition of the road, the desired condition of the road, type of road, age of the road, environmental impact, traffic patterns, the type of vehicles that use the road, and financial risks associated with accidents that may occur on the road, etc.
- Compliance with Local Regulations – do the governing documents recognize and enforce local regulations.
- Compliance with HOA Regulations – does the HOA enforce compliance with their governing documents.
- Governing Documents – are the governing documents current, recognizing that changes are oftentimes necessary in order to adapt to societal norms, especially if there is a high rate of homeowner turnover.
- Constructive Disagreement Management – ensures that inevitable community friction drives positive engagement rather than fostering a culture of disengagement.

- Risk Management – Closely tied with financial stability, has the membership identified and addressed potential risks associated with accidents, lawsuits, and aging infrastructure.
- Community Engagement – High participation rates in meetings and events indicate a strong community connection and satisfaction. Do homeowners readily volunteer for accomplishing tasks or do they rely on the board to get things done?
- Operational Efficiency – Evaluating day-to-day operations and governance practices can reveal areas needing improvement.
- Communications Effectiveness – Clear and consistent communication between the board and homeowners fosters trust and transparency.
- Others?

Eaton Pagosa Estates Demographics

Full-time residents		22
Usually/Potentially Participate	(12)	
Rarely/Don't Participate		(10)
Part-time residents		5
Participate when here	(2?3?)	
Don't' participate	(2?3?)	
Vacant Lots		6
Unoccupied homes or rentals		3
Under Construction		1
New Owner (Steve & Shiela's house)		1
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		38