



CURRENT 2022 GVR Board of Directors Candidates:

Nancy Austin, Laurel E. Dean, James Stephen Gilbert, Mark McIntosh, Maureen Murphy, Richard Sutherland, and Mike Zelenak

All Candidates agreed to the following statements:

- ✓ I have read the GVR Board of Directors Code of Conduct and if elected, agree to sign it and abide by its terms.
- ✓ If elected, I agree to attend one to two days of new Director training.
- ✓ If elected, I agree to complete policy governance training.
- ✓ If elected, I agree to put the Corporation's interest above any special interest group.
- ✓ I agree to participate in a brief candidate video interview that will be published on the GVR website.

The following compiled responses appear unedited from their submitted applications. Dean, Gilbert, and Zelenak submitted hand-written applications that were transcribed by staff.

1. Directors serve for three-year terms. Do you anticipate maintaining your GVR membership and residing in GVR's jurisdiction for the next three years?

Austin	Yes
Dean	Yes
Gilbert	Yes
McIntosh	Yes
Murphy	Yes
Sutherland	Yes
Zelenak	Yes

2. Time commitment can vary significantly depending upon the business before the Board and a Director's committee participation. Typically, the Board and committees hold regular meetings once a month, but additional meetings are often scheduled. Are you able to make this type of time commitment? Please list any time conflicts you may have.

Austin	No known conflicts
Dean	Yes, I should be able to change other volunteer commitments.
Gilbert	Yes
McIntosh	I have no conflicts at this time.
Murphy	I will meet GVR board commitments but I am still faculty at University of Maryland all-online, part-time as a professor in the MBA program. I do not travel for work. I do one zoom meeting per week and I schedule it.
Sutherland	None
Zelenak	Yes

3. What best describes your motivation for joining our Board of Directors?

Austin	I want to participate in GVR decision making to ensure efficient management.
Dean	I want to do my part to keep GVR a great value for active seniors.
Gilbert	I strongly believe in the current and past Mission and Vision Statements of Green Valley Recreation. I want to be a part of the team that ensures that future GVR policy dovetails with these statements. I love living in Green Valley and don't want to move. As long as the GVR Board makes the best decisions for its members, it will continue to flourish. I want to make sure those best decisions are made in the next three years.
McIntosh	I currently am a board Director and believe there is more unfinished business that I would like to see through.
Murphy	The Board of Directors benefits from new people and new ideas making contributions for the benefit of GVR. I am new and look forward to engaging with others to continue the efforts to provide excellent facilities and services that create opportunities for recreation, social activities, and leisure education to enhance the quality of our member's lives.
Sutherland	To continue the outstanding level of activities and facilities available, to ensure fiscal responsibility, and to end the clicking nature of some bears members. I will be truly independent.
Zelenak	I wish to maintain board continuity

4. It is important that you are able to communicate electronically and have access to a computer. On a scale of 1 (novice) to 5 (very experienced), how would you rate your technical skills with computers, teleconferencing, video conferencing, etc.?

Austin	5
Dean	3
Gilbert	3.5
McIntosh	4
Murphy	5

Sutherland 5
Zelenak Excellent

5. Please list any other boards, committees, task forces or volunteer activities in which you have participated in the last ten years.

Austin I have served on the Board of Directors for Santa Rita Church of the Nazarene for 6 years. I've served as Secretary/Treasurer for the church for 5 years, I've organized GVR Tennis Club leagues for the past 3 years and Co-Captained a USTA team I served on the Board of Directors and held the position of Secretary/Treasurer of the Robert G Austin Co Ltd (a prominent construction firm in Central Oregon)

Dean Christian Motorcyclists Assoc. (2000-Present), American Legion (2019-Present), Animal League (2021)

Gilbert I was on The Springs HOA board for 4 years as a chair of the Architectural Review Committee. I was a member of the Pickleball Center Planning committee. I have been a member of the GVR Fiscal Affairs Committee for the last 2 years.

McIntosh I am currently the committee chair of N&E. I was on the pickleball board.

Murphy University of Maryland, US West Chair, Faculty Association, Maryland (Remote/online, offsite). University of North Texas, Alumni Board member, Texas (onsite). YMCA, Board member, Connecticut (onsite).

Sutherland Assistant treasurer of the GVR wood shop on a part time basis.
Zelenak GVR BOD, P&E Committee, N&E Committee, Board Affairs Committee, Bylaws subcommittee Aquatics Subcommittee

6. Briefly explain how your education and/or previous life experiences will be beneficial to you as a Director.

Austin I am a very goal-oriented person. I am a good listener and like to weigh all options before deciding on a course of action.

Dean I have a Ph.D. in Educational Admin, a Masters in Nutrition Science, and a Bachelors in Family Life. I taught at UC Davis. I work well with others to achieve a goal.

Gilbert I was a successful manager for a national medical equipment company for 13 years, rising to the level of regional manager for

southern California. I worked in healthcare related mergers and acquisitions and participated in transactions valued in excess of \$50M. I had my own accounting and tax practice and am very familiar with the preparation and interpretation of financial statements and have done extensive forensic accounting and am familiar with an understand GAAP.

McIntosh

As I said, I am currently a board director now and a committee chair. I worked fir the City of Bloomington as a crew leader and was union Vice President for 6 years. I went to Illinois State University.

Murphy

Members want to be heard and respected, even if their ideas or plans are not chosen. As a director I bring considerable experience with hearing many ideas and plans while still maintaining a professional and respectful position. I have lived in multiple countries and cultures which has provided a professional and respectful position. I have lived in multiple countries and culture which has provided a rich life experience. EDUCATION (earned Doctorate, published dissertation) PhD (2007) in Applied Technology Performance Improvement, Dissertation (Published peer-reviewed journal) Microlearning: Improving Learner Reaction, Learning Score and Knowledge Retention by Microlearning in Corporate Training (at Verizon) Published in Journal of Instructional Delivery Systems on workplace learning. Graduated from University of North Texas, College of Information, Department of Learning Technologies, Denton, Texas. MBA Master's in Human Resource Development and Training, Thesis: Workforce Training at Chicago Transit Authority. Graduated from Northeastern Illinois University in Chicago, Illinois.

Sutherland

I was financial executive of a large international construction company and served as treasurer of my previous neighborhood association.

Zelenak

Served as Secretary Treasurer Local 405 Mason City, IA City Counsel Floyd IA, Church Board Gospel Lighthouse Church

7. Describe your use of GVR facilities and participation in GVR activities in the past two years and how your GVR involvement has prepared you to serve on the Board of Directors.

- Austin** I use GVR facilities daily; including swimming pools, pickleball, tennis, water aerobics, gym, exercise classes
- Dean** I use GVR facilities frequently at the Springs, DH, East, West, LC. I want to keep all GVR assets in great shape at a reasonable cost.
- Gilbert** I use Pickleball facilities frequently and participated extensively in the planning of the KJB Pickleball Center two years ago. I attend meetings in most of the centers and assist my spouse in swimming pool related issues. That experience enabled my understanding of how things generally work at GVR and gives me insight on how to get things done.
- McIntosh** I was a pickleball board member. I play pickleball, swim and use the weight room.
- Murphy** I have gone to most of the GVR facilities using the pool and/or gym. I have taken Zumba, water painting and some dance type classes. I have gone to events like movies in the pool and comedian at West Center. I plan to learn pickleball. When at the YMCA I was the Capital Campaign Chair as well as the Program Evaluation Chair. So I have experience going to classes and evaluating them.
- Sutherland** I play tennis twice a week, am a member of the wood shop, use the pools in the summer, and thoroughly enjoy what GVR has to offer.
- Zelenak** I have served on GVRs BOD for 2 ½ years holding Board officer positions as Vice President & President.

8. How would you change GVR over the next 5 years?

- Austin** I'd be open to suggestions, but it's too early for me to speculate now.
- Dean** I'd like to see the latest acquisition, the old Canoa Hills clubhouse, become a gathering place, maybe a coffee house, that a lot of GVR members will enjoy.
- Gilbert** We need to keep moving forward. Investment decisions must always be made with the GVR Mission Statement in mind. The provision of excellent recreational and social opportunities for GVR members is the driving force for all future decisions. A lot of change is not necessary if we keep that in mind.
- McIntosh** Changing GVR depends on how the board, committee, the members and the CEO work together. I would like to see the clubs

that truly need space get the space they need. It's a fine line because so many clubs need space. I would try to figure out how to make the members understand how hard it is and what is it involved. Most importantly it is vital that directors follow the Code of Conduct, CPM and the Bylaws.

Murphy

GVR will change in the next 5 years as all organizations evolve over time. I would contribute to that change in GVR, based on the members needs and the existing and emerging technologies that the Board would leverage to the benefit of members. I would contribute to the intentional evolution of GVR to the benefit of both the organization and members.

Sutherland

More cooperative board interactions.

Zelenak

I have a progressive vision for GVR. I would like to see GVR keep up with recreational trends.

9. How would you prioritize and finance the proposed projects being discussed by Planning & Evaluation Committee (P&E)?

Austin

Too soon to say what my priorities would be. I am not interested in borrowing money. In my opinion GVR has an adequate income flow.

Dean

I need to see more data on usage and likely usage before making any commitment as to priorities. GVR's income is enough, in my opinion, to meet reasonable construction and maintenance needs.

Gilbert

The priority for projects should be made based on the number of members that would potentially benefit from the investment along with the amount of time the club/groups has been waiting and what viable alternative are available during the wait time. Right now, the Glass Arts and Ceramics clubs should have the greatest priority followed by the Desert Hills Fitness Room. The Lapidary Club, which is actually made up of several more specific arts, would be next since they declined to be part of the Canoa Hills project. We should be able to finance these projects with existing and future funding and in some cases, club members should do some serious fundraising such as was done by the members of the Pickleball Club.

McIntosh The most important at this time is finishing the East pool. Figuring out exactly what to do with the Canoa clubhouse and what club should be in it.

Murphy In my past experience there have been some policies within each organization that prioritize actions, for example, safety related plans are usually a priority as are compliance. Herein compliance means federal or state regulations compliance not club compliance. Often there is a financial cut-off, if the cost is minimal it might get completed. So there may exist a framework for such decisions, I would learn it. Then I would look at heuristic data, does practice match policy? Has the board followed the framework in the past and if not is there a pattern to the deviation? If the practice needs to inform the policy for change that might be recommended. Recommendations from consultants should also be considered. Typically issues of safety and compliance are first addressed.

Sutherland Continued upkeep is most important. New projects should be based if need of a majority of members.

Zelenak GVR needs to weigh the member needs with what GVR can afford to do with these proposals. The question is what benefits the most members. We can have conversations on a variety of possibilities. In the end financing capital expenditures hinges mainly on home sales and variety of non dues revenue sources.

10. What other projects besides current P&E projects would you propose and how would you prioritize those projects?

Austin Again, I'm open to suggestions, but for now, my one pet peeve is the lack of an on-site restroom facilities at Desert Hills tennis court.

Dean See (8), above.

Gilbert I don't really see any large or new projects beyond those currently being considered. There will be some future improvements or enhancements of current facilities, but the boundaries of GVR are almost built out and demand for more space should be limited going forward. GVR has 13 beautiful pools (when East Center replacement is completed), a first-class tennis facility, a brand new pickleball center, numerous other sport courts, superior dedicated

arts spaces and sufficient meeting space for many other clubs such as card games, chess, etc.

McIntosh

Finishing a new weight room. Using the current shuffleboard at west center and the tennis courts at East. Both are underused and could be used for something else.

Murphy

Member Experience is a noncapital project and "soft" asset (as goodwill is an intangible asset in accounting) so in our recovery from the pandemic we need to address the variables in the members engagement and experience, to not just provide opportunities for recreations, social activities, and leisure educations to BOOST THE enhancement in the QUALITY of our members lives SO MEMBERS ENJOY THE VALUE OF GVR. Rather than tell members of value (external) it is better if members tell everyone of the value (internal).

Sutherland

None come to mind. Perhaps a more efficient use of all of the vehicles that I see.

Zelenak

There are items we could look into add to GVR's services like mini golf. Something like that would serve a broader section of the membership.