



**Neighborhood  
Residents  
Council of BRANDERMILL**

A Committee of Brandermill Community Association Board of Directors

**NRC Meeting Agenda**  
Tuesday, March 24, 2009, 7:00 p.m.  
Brandermill Woods

1. Call Regular Monthly Meeting to Order
2. Member Voice ..... 15 minutes
3. Motion to Approve Minutes – January 20, 2009 ..... 3 minutes
4. Chair’s Report ..... 5 minutes
5. Committee Report
  - A. NRC Liaison to the BCA Board: Robert Strickland ..... 3 minutes
  - B. Membership Committee: Bev Bell ..... 3 minutes
  - C. Communications Committee: Mamie McNeal ..... 3 minutes
6. Program: Meet the Candidates ..... 120 minutes
7. Announcements ..... 1 minute
  - A. BCA Board Meeting: Monday, April 6 & 20, 2009, 7:00 p.m.
  - B. NRC Meeting Old Hundred Study: Tuesday, April 21, 2009, 7:00 p.m.
  - C. NRC Meeting Presentation Olympic Training Facility & New County Club:  
Tuesday, June 16, 2009, 7:00 p.m.
  - D. NRC Meeting: Tuesday, September 15, 2009, 7:00 p.m.
  - E. NRC Meeting: Tuesday, November 17, 2009, 7:00 p.m.
8. Adjournment

[For updated information, visit www.BrandermillNRC.com](http://www.BrandermillNRC.com)

# Neighborhood Residents Council

March 24, 2009

## OPEN MEETING MINUTES

### CALL MEMBERSHIP MEETING TO ORDER

The meeting was called to order by Frances Hillman, NRC Chair, on March 24, 2009 at 7:10 p.m. in the meeting room at Brandermill Woods, 14311 Brandermill Woods Trail, Midlothian, Virginia 23112.

### MEMBERS PRESENT

Doug Camp – Barne’s Spring  
Richard Kury - Cove Ridge  
Joe Flynn – Fox Chase  
Jean Fiaux – Harbor Bluff  
Theo Collins – Harbour Ridge  
Frances Hillman – Huntgate Woods  
Tanya & Keith McGinniss – Huntgate Woods  
Beverly Bell – McTyre’s Cove  
Robert Strickland – Oak Springs  
Mamie McNeal – Planter’s Woods  
Kevin Healy - Riverbirch Trace  
Forrest & Betty Clapp – Shallowford Trace  
Gerald & Christine Barnes – Sterling’s Bridge  
Joel Bradner – Stoney Ridge  
Joyce Row – Timber Ridge  
Karen Gammons – Two Notch  
Hamid Ghorashi – Walker’s Ferry  
Dick English – Winterberry Ridge  
Ed Applequist – Winterberry Ridge  
Theresa Biagioli – Watch Hill  
Marie Stella – Cove Ridge

Courtney Glaze – Woodbridge Crossing  
Robin Ann Gauthier – Woodbridge Crossing  
Wayne & Patty Moyer – Cove Ridge  
Mark Smith – Cove Ridge  
Robert & Suzanne Friedel – Winterberry Ridge  
Jane Zander – McTyre’s Cove  
Tom Leonard – Fox Chase  
Lolly Stevens – Spring Gate  
Rebecca Erickson – Sutters Mill  
Nancy Boraks – Long Shawdow  
Rubie Gatlin – Long Shadow  
Sharon Wilson – Three Bridges  
Joan Davis – Three Bridges  
Jason Livingston – Winterberry Ridge  
Andrea Epps – Steeple Chase  
John McLenagan – Winterberry Ridge  
Bev Bell – McTyre’s Cove  
Andrea Epps – Steeple Chase  
Adrienne May – Winterberry Ridge  
Joan & Wilton Davies – Three Bridges  
Jason Livingston – Winterberry Ridge

### MINUTES

MOTION: First Vice Chair Strickland moved to approve the minutes of the January 20, 2009 NRC meeting.

MOTION SECONDED: Treasurer Zander.

MOTION CARRIED: Unanimous.

## **MEMBER VOICE**

Chair Hillman noted that there were no members present to speak during Member Voice.

## **CHAIR'S REPORT**

Chair Hillman reported that the BCA is still working on the general committee policies and operations documents, and that she will continue to monitor their progress. She also announced that the NRC will be publishing articles in *The Village Mill*, and Mary Jane Zander has agreed to author these. Chair Hillman expressed her appreciation for Zander's enthusiasm and said she would look forward to reading the articles.

A NRC meeting is scheduled for April 21 concerning the Old Hundred Road corridor study. There will be several representatives from the county at the meeting to answer questions. Chair Hillman said that she expected it to be interactive and encouraged all to attend with lots of questions.

She also reported that the final edition of the master plan as developed by designforum is now available on the BCA web site and asked all residents to please review it.

Chair Hillman also announced that she had just accepted the resignation of the NRC secretary, Sam Chiocca. The NRC is now seeking a new volunteer to serve as its secretary.

## **COMMITTEE REPORTS**

**Membership Committee Chair:** Bev Bell reported an increase in the number of neighborhood reps since January. Chair Hillman congratulated Bev Bell for the excellent work she is doing.

**Communications Committee Chair:** Mamie McNeal reported that the NRC website had over 3,000 hits for the partial month of March 2009 (March 1-24). She also stated that several residents had expressed difficulty in downloading the Old Hundred Road Corridor Study from the county's website. To ease this download problem and with permission from the county, she has divided and uploaded the study as smaller files to the NRC web site.

## **PROGRAM MEET THE CANDIDATES**

Chair Hillman introduced the candidates and proceeded to ask the questions to the four participating BCA Board of Directors candidates: Andrea Epps, Keith McGinnis, John McLenagan, and Wayne Moyer. One-three minutes were allocated to each candidate's response to a specific question; NRC Representative Richard Kury (Cove Ridge) served as timekeeper.

[**Note:** The following is a summary of the candidates' responses. For the exact response, residents may obtain a copy of the meeting's audio recording from Chair Hillman by sending an e-mail request to [fhillman@verizon.net](mailto:fhillman@verizon.net).]

### **I. What do you think are the two or three most important issues facing the Board this year and what are your positions on them?**

**Epps:** The economy because it affects everything everybody does. It affects everything everyone does, everyone's bills, everyone's mortgage and I would say, I probably might be biased, but the master plan because it is a 20 year document which you will probably hear me say 20 times before the evening is over. With all the new developments popping up around us, it is my opinion, that single most important thing that we can do is to make sure that property values do not decline or catch up to the rate of the county. Currently, it is below or right at the level of the county, and I would say that the economy and the master plan are two of the major issues facing us.

**McGinnis:** I would agree with Andrea on the economy and the effects of the economy. I think safety and security is also one of the top issues for this year. As the economy goes down, it tends to bring more crime. We certainly want to make sure that we don't get any more than anyone else.

I think the master plan is key. I've worked in county governments, and counties in Virginia have comprehensive plans that are very similar to the master plan. I think that we can all agree this is a good start. I think there is still some tweaking and work that the board has to do; but I think if the majority can agree on where we are going, the focus can turn to how we want to get there. I think that in the master plan, the elephant in the room is how to pay for it.

The third piece has to do with our land values. We've seen our homes probably decline in value over the past year and that may not be over yet. Actually I think that this is the first time in the last three years that Brandermill has under-indexed in the increases with the rest of the county. I think this board is presented with that issue, and it needs to be addressed.

**McLanagan:** I don't want to start by sounding like a broken record, but it is true that the master plan is important. We had been under-indexed with the rest of the county, and we were last year. And I'm very concerned about that; that's why I ran for the board last year.

People need to get as much equity as possible from their homes. It is the biggest investment we all make so it is important what decisions we make. It always has to be in the context of what is best for home values. And I think given the economy, we have to find a way to work-in the master plan, pay for it, and make sure we all come out of this in the best way possible. That is not going to be an easy task. The next thing: we've got to resolve some issues. I think the shoreline buffer policy is important, and there are a lot of folks in this room who put some effort into that, but we haven't gotten resolution on that issue yet. I think that we need to get a decision made on the shoreline buffer policy, get it resolved, get it put to rest in the best interest of all of us. And also keep it in the context of what is best for the home values. That is really what a homeowner association board is supposed to do. That is not to say that those issues addressed by the shoreline buffer policy are not important. The reservoir itself is extremely important to us. The lake is one of our major amenities and that has got to be put to rest as well.

I think that restructuring the BCA itself [is important]. We started a major effort to put out policies, to redo committee guidelines and procedures so that we have an infrastructure that involves all our residents and the BCA board itself, an infrastructure that can take us into the future and works together. That is very important. Dr. Friedel started that project, and I think it is important to get that resolved.

**Moyer:** Covenant enforcement. Property values will be maintained and help increase if covenants are enforced better than they are right now. The other is resolving the master plan. The master plan has some great ideas in it, but how it is going to be implemented and how can we accomplish these. My goal is to do that without increasing assessments or if we have to increase them, to increase them minimally. The economy will eventually turn around but right now it is pretty bad. A lot of us are losing our jobs or receiving minimal raises.

We've got to find a way to improve our housing values. Some of the neighborhoods in Brandermill have decreased in value. Not all of them. I've checked with a number of realtors and they say some things are selling. There's a third issue that comes in there too and that is about rental properties and covenant enforcement of rental properties, I think we really need to crack down on that.

**2. With the recommendations from designforum, what are the top three priorities for that plan? Why and what in the master plan would you implement first?**

**McGinniss:** That would be a tough one. I think I am still digesting the master plan. I think the bigger issues right now is that we all agree on what the priorities are and not just what Keith McGinniss ... or myself thinks. And then we have to prioritize and then decide how to pay for it. It takes a lot of prioritization and budgeting. It takes a lot of aggressive going-after alternate sources of income if you don't want to raise assessments to a great degree. I think we also rethink how we currently provide services and how we pay for them as well. And I think we need to entertain partnerships with the county and the state as well as others.

It may come to the point where we don't attack the #1 or #2 on the priority list first but rather the one that is easiest to implement. If I had to pick a couple, obviously the roads are a big issue. The master plan addresses that, and I think another big issue is that this board needs to take some leadership on revitalizing our commercial property; that has a direct effect on our property values and the services we receive.

**McLenagan:** Think about this in terms of curb appeal – entranceways. It is time we redo our entrance ways. I think that the size of Hull Street Road and Genito Parkway and that part ... we are not getting the draw that we used to. I think we need to use curb appeal to get home values up.

I think we need to see some immediate results – the low-hanging fruit, maybe pocket parks and spaces that we can clean up or get redone. I think those are important. I would also say that some of our facilities are ailing. And the good thing about having done the master plan is that now that we have this guideline ... this document that says “this is where we are going” ... we can now make decisions about things like decisions on Harbour Pointe Clubhouse or Sunday Park that are within the parameters of the master plan, and we can do it sensibly. Now we can go in the direction we should be going without doing something we shouldn't do. I think those three things would address some of our low-hanging fruit projects and address those things before somebody gets hurt. The pools, getting the pools, the clubhouse—maybe something breaks or fails there that causes an injury. We address one of those major problems and get it resolved and we show – this is what the master plan is.

**Moyer:** Roads. One of the areas would be the roads. I agree with John. We've got to do something with the roads and their condition. If that means working with the county closer and if that means just trying to shake hands with the county more often, then I think we should do it. The second is crime prevention in our area, and one thing I support is street lights ... and street light are not that hard to do. It is just a matter of contacting the county with the ones that we want, prioritizing them and telling them how many we want. They cost x amount (\$4,900), and they may only give us one a year but still that is more light than we have now. The third is more community involvement which the master plan addresses. The NRC is a great community resource for people, we have a lot of talent in Brandermill, and we don't have to pay for it. It's here.

**Epps:** If I have to pick three, as far as the priority of the plan, I would have to take a brief sidestep. As far as the roads go, the study of the condition of the roads is something done separately, and many of you were involved in it. However, the road study that you (the NRC) did is separate from the master plan. It is connected to it because the master plan is basically everything. Similar to the way that the Old Hundred Road Study is also, to a degree, married to the master plan.

The first priority as a community and the board is that we have to iron out the details and priorities of the implementation strategy. We have to know how we are going to implement

each phase of the plan before we do anything because if we don't do that we don't have a clear path forward and nobody knows what to expect.

The second priority would be community meetings and town hall meetings for the community. What the implementation strategy of the master plan does is that it takes the plan and keeps it in the community. It does not allow this board or any other board to hijack it. It makes very certain that the community always has input into the project, and the community should help decide priority projects.

And as far as the third priority, I would say that one of the first things after we got beyond that point that I would start harping on would be a combination of the major entrances – I would agree with John because he is right – those do need help at the entrances – and aggregating the parcels at market square. If we can get those parcels in Market Square aggregated with the Cheatham property, find a commercial developer (that is vital), and redevelop it as one comprehensive area, I think there is be a real possibility for Market Square being completely revitalized.

- 3. As a BCA board director how do you see the master plan? Do you see it as (1) a management tool, (2) a directive for the BCA Board to implement, (3) a guide to prioritize future Brandermill funding and personnel resources, or (4) something other than what's mentioned above?**

**McLenagan:** I could take the easy way out. I could say all of the above. First, it is a living document. Some people think this will all be done in the next two years. No, the master plan is a tool that guides us for the rest of this community's life. Now that is global in concept, but if it lays on a shelf and gathers dust or some of it may be irrelevant in ten years, we will have to revisit this. But what it does. It is actually a tool that protects us. In the past somebody, a committee, or a board member would come up with an idea and say "why don't we do this" or "why don't we put a community center next to St. Ledgers Pool?" Well, that might not fit well within the scheme of an entire community. That might not be the best thing for the community. What the master plan does is prevent that kind of thing from happening. It actually guides us on how we should develop our amenities, our streets, our roads, and how we should redefine ourselves within the context of the county. It actually protects us and protects our investment and our community. How do we redefine ourselves within the context of the county? It actually protects us and future boards from deviating from what's good for us.

**Moyer:** I was going to say it is a guide for future spending. The master has a lot of great ideas in it. I think we need to prioritize those ideas. I'm not in full agreement with the way they are listed in there, but we don't have a specific timeline for now and we have a 20-year span, so that's great. We need to prioritize it, and then we need to set up some goals. We also need to take into consideration assessments on individuals. That's got be key.

**Epps:** I would say that the master plan is a management tool from the standpoint of staffing decisions and the board looking out and interacting with the community long term because there are a lot of recommendations in here that encourage and promote more open communication between the board, committees and the residents of Brandermill, and that is important. In that sense it is a management tool. It is, in my opinion, a directive for the board to follow. Because the board did not create this plan – you did. All of the input from all the people who came to a meeting or filled out a survey, every thing that was said, all the interactive work session we had –we split people up; we even split up husbands and wives – so we made sure that we had different viewpoints at each table. It worked out well. And it is also a guide for future funding, and I am sure we are going to have a question on funding and I will address funding then. It is a guide for planning for future funding because it is a 20-year document. If the board can get priorities set, we have an action plan and the board can set about funding it because we can look down the road. As was said earlier, it is going to be revised and one reason we set about doing it at this time is because it coincides with the county's comprehensive planning process. The code in Virginia requires counties to revise their plan every five years, so one of the things we want to do is make sure the board takes a look at it every five years. So one of the recommendations in our plan is that we look at it again in five years and make sure that all of the points we make now are still relevant. It doesn't mean that we have to change it but that we look at it with a fresh set of eyes in a few years and make sure it is still doing what it is supposed to do.

**McGinniss:** The master plan is truly a guide. It is not just a guide for funding; it is a guide for land use issues, and it is probably a guide for 99% of the issues the board is going to make. I have a difference of opinion. It is not a directive – it is not the constitution; it constantly changes. We certainly wouldn't want to get in the habit of changing – we would probably change the master plan if we decided to go in a different direction from the master plan. That would probably be appropriate, but the master plan is there to guide us.

**Comment from the floor:** There were never more than 100 people at any of the meetings I attended and I went to all of them. I don't consider that a directive. A 100 people don't direct 10,000. Don't say that 100 people made the decision.

**Epps:** We also had surveys and focus groups.

**4. What kind of decisions should be resolved by a referendum of the full BCA membership rather than a vote of the Board of Directors?**

**Moyer:** To me it would be UPA – universal pool access. To me there needs to be a vote of the members and not just the directors because it is definitely going to increase the assessments.

**Epps:** I absolutely agree with him. I can't speak for other board members but for three years I have tried to get out from underneath the reputations of not being completely open and

honest about everything. Anyone who knows me knows that I am completely transparent about everything. Ask me anything and I will give you an answer. That is a issue of transparency and there isn't much that should be done, period, that shouldn't be open to everyone who wants to know, but because of the discord – as far as a lot of the residents I know who are concerned. I would say that UPA is absolutely something that should go to the residents because of what has happened in the past, if nothing else.

**McGinniss:** I think there are a couple of different things that would cause me to want to get an advisory referendum. One thing is if there is a significant change to what Brandermill is: the nature, the look, etc. The other would be if there is anything that is going to make a significant change to assessments above the normal rate of inflation. I would want to go out and get the advice of the membership on it. Universal pool access would probably fall into that category. And to just have a referendum that is a simple “yes” or “no”. We want to make sure that folks are informed, and I think that one of the things with universal pool access is that – I agree with the current board – that I think they took a step back and they tried to quantify before they asked the question. They want to quantify exactly how much that is going to mean to members. Yes, I want it but [do you want it if] this is how much it is going to cost?

**McLenagan:** As far as any referendum, there are guidelines about when we do referendums. But I think any time a community undertakes a major investment, it should go out to the membership. We talked about universal pool access and that has been a hot button topic in this community for a long time. The pools are actually paying quite nicely for themselves. We don't quite recover all the operational cost, but it is not the issue

But as I said, I think we have bigger fish to fry. I want to go back to the master plan. I would like us to see some of the big items in it addressed but that is going to mean that we as a community are going to have to make decisions about investments and what we are going to do to pay for it. Let's get our mind off all of the little issues like universal pool access, and let's get our mind around what is going to make our homes worth more than they are now.

We are under-indexed, and there is no getting past that. Houses up the street in Charter Colony – little houses on postage stamp lots are getting more per square foot than we are and we have much more to offer in this area. We don't have to deal with the traffic. We don't have to get off 288. We just hang that left, and you are in Brandermill. You have a nice jogging path, shopping across the street; we have low crime in Brandermill. What could be better? Why are we under-indexed? I can't answer that question right now, but I know I don't like it.

I think that we need to think how we are going to pay for that master plan and that is going to take some creative thinking. Let's think, as a community, how are we going to pay for that in the long run? I'm not saying, “Let's take a big ticket item and do a special assessment to pay for it.” There are other options out there – bond referendums, things we can put out there

that are going to help us all pay for this. And that we can immediately gain some equity in our homes. I guess the point is: I would use referendums to go to the community any time we would make a major investment, period.

**5. The implementation chapter of the master plan states that a universal access fee should be implemented for the pools. Do you support imposing a universal access fee without a vote by the Brandermill membership?**

**Epps:** No. I believe in universal pool access, personally, but no, for the reasons I mentioned in the last question.

**McGinniss:** Definitely not.

**McLenagan:** No. I think I made that point in the earlier question. I think the Board's responsibility is to focus on home values. I don't think universal pool access gets us there, so "no".

**Moyer:** No.

**6. Why has the BCA built-up such a large cash reserve? How much is it and should the BCA maintain a substantial "rainy day fund" to offset economic downturns and other financial emergencies?**

**McGinniss:** I don't know. I don't know why the BCA Board has built up one. I don't think it is a bad idea to build up a cash reserve just because anything can happen of any size, and it's fairly immediate. There are different times when money is easier to lend than others. I definitely support a rainy day fund for government, and I would definitely support one here. I do not know the exact dollar amount, but I will find out.

**McLenagan:** Why do we carry such a large reserve? Every two years we do an examination of our reserve. This is a large community. We have a lot of vehicles; we have a lot of buildings. We have a lot of equipment to maintain. We have to replace those things. In the past we'd pull money out of reserves to replace some structure or road repair and dipped into reserves until they were low, and then all of a sudden, you would have an Isabel hit and then you've got to do a special assessment. That's why we do it. Right now it's at – correct me if I am wrong – \$1.2 million. What that means to you all is that we were talking about the master plan and now we are at this reserve level we can actually start implementing some of the things that were put in the master plan without assessments. So there is a lot more to this. It is not a cashflow issue, and you don't want that. It's not taking all this money and spending it all over here. In times like we have right now, we would want to be guarded from it. Suppose we had a truck catch fire, and it cost a lot to replace. There is a lot of equipment that keeps our neighborhood clean. It not like there are \$20,000 trucks out there, and it takes a lot to keep our paths clean, put gravel down. That is a lot of equipment out there. When one of those things goes bad, you have to replace them. You dip into your reserve funds all the time

and boom – then you have an Isabel and you have to have a special assessment and that breeds resentment. Now we have money in reserve, and now we can actually start implementing some of those things in the master plan.

**Moyer:** I think the budget shows it is \$300,000 now – if I am not mistaken. You really need to have a reserve fund in there. We live on a lake and, in a storm; anything can happen to a lake. We could have damages; we could have erosion. We could have major things where we would have to dip into that fund. Over the years, I've seen that fund go up and down. In fact, last year it was lower. This year is higher. You have to have that buffer so we don't keep adjusting these assessments all the time.

**Epps:** The balance sheet of that fund, as of December 31, 2008 (please take into account that this is minus any budgeted 2009 expenses), the capital improvement fund is \$91,182.21 and the reserve fund is \$846,037.87. So we have – that is again, minus any planned budgeted '09 expenses – I think, last I checked – in 2006 when we did the annual reserve study – they recommended a level of contributions to that reserve in order to pay for capital expenditures when things needed to be replaced at the end of their life cycle. We started putting some \$230,000 dollars a year into that fund. That was recommended in that study that was done in 2006. Yes, we should have it – up to a certain point. We finally took a big sigh of relief, “OK, now we have a little” – especially nowadays. And it is something that could be used in my opinion – in a minimal way – as we look at specific improvements in that list, in the study, that are related to the master plan. But I would be very hesitant to raid that fund completely for anything because we have so much to be maintained and we have so much that we, hopefully, in the expectations of the community members, will be in the future that we are going to need that money if something actually comes up. As far as cash reserves go, that's it at the end of last year.

## 7. How can you lower our assessments?

**McLenagan:** The obvious thing is to cut back our expenditures. In looking at the budget, my opinion is that we run it pretty tight. If you compare what this community has to do with the size and the acreage of the community, with what the other communities have to do, our assessment is one of the lowest in the region. I think that is something we have to consider. I think the obvious answer is that if you don't want assessment, and then let's disband the BCA. But I don't think that is what anyone wants. You need to have an organization that protects all of the homeowners. Again, that is why a homeowners association exists – it's to protect and enhance home values.

One thing I'd like to say is that I can cut your budget, but I just don't think that is possible. With the direction we are headed, I would think that would be foolhardy. I think we are going to have to spend some money. We need to work on those things. What do our amenities look like? What do our trails look like? Do we need to cut back some trees along our parkway? I think we do. That is impacting our safety in some areas. It would be nice for

me to say – and maybe this will cost me my seat on the board and that's fine. I don't mind the pay cut [Laughter]. Ultimately the reason I did this is to increase my home value, and I don't think that it is reasonable to think we can cut the assessments and get anything from it. I think that would be a foolhardy mistake. It is amazing what we get out of our assessments now. Having been on the board a full year and seen what we do, what is actually involved, I think it's amazing to get this level of coverage.

**Moyer:** I don't think we need an assessment reduction but if we had to have one, we need to look at the budget and look at every single area in the budget. You have one area in the budget I don't really understand. You have \$12,000 a year for computer consultant. What does a computer consultant do for \$12,000 a year? I don't have an answer for that. I hope to have one if I'm on the board. There are other areas there that I have questioned. I think there are less expensive ways to do it. You have to know as a board of directors, how much the BCA is making in salary, how much each individual is making in salary, is it the going rate for that individual, and are there positions that volunteers could be doing versus positions where the master plan calls for hiring people. What can we do in the community? I hope it doesn't need to be cut, but we would have to look at the budget and make some adjustments.

**Epps:** We could cut the maintenance staff in half and when you have a tree that is sitting on open space and leaning and getting ready to fall on your shed or your house. I couldn't guarantee that you could count on someone coming to cut it and get rid of it –so it wouldn't. We could lower administrative costs. We could close the office for half the year or only have it open 2 days a week and then if you had a problem or covenant violation that you need to discuss with someone, or you have a particular affinity for our wonderful newspaper, then you would have to get used to a lower service level than you have currently come to expect. I'm not trying to be sarcastic—I promise. . But I use these examples because I went through every single solitary line item in this budget, which is the current budget, before we passed it. To keep the current service level only requires the current funding. I don't want the idea – I 'm pretty proud of the fact that we don't have to increase assessments, but I don't see a lot of opportunity to do some of the things that a lot of people said they would like to do and lower our budget at the same time.

**McGinniss:** We need to re-think how we currently pay and provide services. No doubt about it. Maybe instead of calling a staff member to come cut a tree up we have a contractor to who is on call and does it for a fee. If that is cheaper and we have better service, then we should definitely do it. That is just one example and maybe that is not the best way to go, but that is definitely what I want to bring to the board is that we look at every line item. And nothing is sacred. If there is a better way to do something if there is an innovative way to do something and provide the same service level, we do it. If we find out we have a big reserve, we lower assessments. That rarely happens but we could certainly try for it.

**8. Do you feel the covenant enforcement process needs to be modified? If yes, how? If no, what are some of the strengths of the existing process?**

**Moyer:** I think it needs to be modified slightly. We just went through a modification of changing the major covenant violations the way they are handled verses minor covenant violations and they way they are handled but I don't see as collaborative approach to covenant violations as I would like to see. I would like to see maybe one car from BCA driving around and maybe looking for covenant violations. And I'm not saying to nail everybody for a little issue such as cutting down a five and a half inch tree verses a six and a half tree Just the ones that are truly offensive and then to do something about it—to enforce it. There has got to be something that we can do to make them more enforceable. I'm not sure how we go about it—send letters out, go to the house, get an attorney involved but we have got to do something to better enforce the covenants.

**Epps:** I think that they do indeed need to be modified—and I was talking to Jane before so this is not going to come as a shocker—but I actually would like to see the entire current process that we have—not the good parts but the parts that don't necessarily really work the way we want them to—I d like to see somebody set the entire thing completely aside and start over. Look at National benchmarks for communities of our size. What did they do? How are their laws, in their localities different from ours? Because we are limited to a degree by what is in the Virginia POA. I do know that our policy, our covenant enforcement policy was adopted by the Board of Directors on January 18, 1999. And I know that this is 2009. And I know that the statutes and general operating methods have changed and the policy needs to be re-written and it needs to be done in a way that is collaborative, that is sensitive, and if possible,—faster.. If that means that we can get together and maybe lobby general assembly to get the ability to do something on this end, that's fine. Yes, I generally do think it needs to be modified because the policy is out-dated and policy is important for me, personally, because it makes things easier and more efficient.

**McGinniss:** We should probably review the policies on a set basis—probably every five years ad hoc there is not doubt about it. Look at it and how can we make things easier to abide by. How can we communicate to let people know—a lot of issues probably start out that they don't know that they are breaking any thing? When I first move in, I got a book like this (indicated thickness). I read it, but that is probably because I am like that I don't think that majority of people are. So I think that anything we do going to be easy to comply with, it needs to be easy to do, and it needs to be relevant to the times.

**McLenagan:** I'm going to come off as a softy but how many of you have bought and sold a home in Brandermill? I bought a home in Seven Oaks and now I live I live in Winterberry Ridge. When that happens, you get the whole inspection thing. It's a double whammy—you get the covenant enforcement on the home you sell and you get the covenant enforcement on the home you are buying.

That exists for a reason. Some of these homes—to me, at least on the communication side, the notification side—I think that process works. I think that maybe, I'd like to see more personal communications exist on that side but as homeowners, you are allowed to talk to the BCA. If you have an application for a home improvement and you have a truck in your driveway, there should be some understanding on both sides of the parties to get some resolution there. On the other hand, we have some communities in here, or some subdivisions that could use a little work. Let's be honest about it. But if you are always out there with the big hammer—and this board—the board I am on—they decide to give our enforcement wing a little more authority as far as the professional circuit court side. We have actually started to become more aggressive in getting funds back when dealing with homeowners or property owners. But I do think it is a multi-pronged approach. You can't just have the big hammer out there and not try to find other sources of relief. One of the things that I am proud that the BCA gave this year—sponsored—was a volunteer group [called] “Brandermill helping Brandermill seniors”. This is an aging community and we've got some folks in here that it is harder for them to take care of their homes. And there is a group of volunteers out there that can help with that. One of the things that we did was when we sent out those things that said “Hey, your azaleas are too tall” They also notified the homeowner, “You might want to contact this group Brandermill helping Brandermill Seniors and they can help you”. Frankly I've been in homes in Planters Woods doing the work at home—again for no cost. That is part of it. You can't just take the hammer out in those situations and beat at people. If it is not there, it is not there. Those things are not going to help. There have got to be other solutions. These are great ideas that everybody has come up with but ultimately, some people just need help. One of the things we did was along with stricter covenant enforcements and getting the staff to take them directly to circuit court instead of through the board. It wasn't just hammering people but we provided them with resources. I'd like to see that part of it expanded as well. Some of these homeowners just don't understand or just don't have the resources.

**9. Where do you stand regarding the shoreline buffer policy?**

**Epps:** That's an appropriate question. Currently, we've finished the second revision --The last board meeting there is a condition from our original zoning in 1974 that states very clearly—and I did get an interpretation from the county's planning department on that, that states very clearly, that any activity, whatsoever, that was done in the buffer area must be approved by the county. Past practice, Current practice. I know that there were a lot of people who have done a lot of very good work over eighteen of months to get that policy in some kind of form for the board but it did not address that condition of zoning. The board somehow or another formed a task force, there are five of us, myself another director and other community members and we sat down to write a policy that would not set up the association. It's association property, and we did not want to set the association up to be in violation of our own zoning. That would be ludicrous in my own mind. So we took points that were from different sources that existed and that were proposed. I found an application that was on the James City County web site that they have an area application blank and

they have a policy that follows the Chesapeake Bay Preservation Act line for line, for what is required. And that is what the county is required to enforce. And we have had two meetings in the course of maybe three and a half weeks and the second meeting the five of us were pretty much the same page as far as the policy goes. The application is much more strenuous that it was before and the instruction part of that application needs to be modified slightly. The policy part is a cinch. If it were up to me it would be on the agenda for April 2 meeting of the board. That the board could see. If you have a consensus of those of those five people in the direction we were going. And believe it or not all of those conversations were very civil and every body worked very well together and I was very proud of the five of them to be able to do that. It's done.

**McGinniss:** So if your definition of a perfect policy is that it pleases everybody this policy is not that. It's not perfect but it has been debated for many months now. There have been five or six amendments to the policy. I think it does a fair job of balancing the property rights of the waterfront property owners and the property rights of the BCA members who own the property that is directly on the reservoir. I hope on April second it is voted. If I am so honored to be on the board that it is a past issue, but if not, I would certainly support it and look forward to taking it off the docket.

**McLenagan:** Me too, Keith. Let me just say that I oppose any policy that causes a home value to decrease. Within the context of what a homeowners association is supposed to do I would oppose any policy that does that. It would be foolish to say if we let the reservoir go, that wouldn't make a difference in home values. There is a balance to be struck. I am going to briefly talk about what Andrea is involved with. I think we are heading in the right direction with this policy. Parties from various sector; BCA personnel, the environmental committee, Andrea and Joyce. We are working to resolve this issue amicably with all parties and with that goal in mind, home values won't decrease and hopefully, we will sustain life in the reservoir. I believe this task force will get resolution and that everybody will be happy with it and if we can resolve it by April 2 (as Keith wants it) we won't have to answer any questions about it. So there, (laughs)

**Moyer:** I believe the buffer policy, from what I understand, is pretty much set by law and we also have a buffer policy in the covenants. The covenant was broken when the changes were made to shorelines. We have an obligation, as a board, to make sure those covenants are upheld. We also have an obligation to the county and the state to follow the rules of government. If those rules say that the land has to go back to a natural wilderness area, then I think it should.

**10. What responsibility does a board member have in avoiding conflicts of interest and in keeping their person opinions and political views separate from the board's official business?**

**McGinniss:** I think the first piece of that [question] is conflicts of interest. I think you need to err on the side of caution. If it appears to be an impropriety or conflict, then it probably is. I use the three second rule. If I have to think about it, for more than three seconds then I probably shouldn't do it. I would kind of bring that approach to bear. I don't know of any conflicts I have personally but I am sure there could be. As far as political views—I think it is hard to keep your views away from the board. I'm not sure what that question has in mind but I think all of us have a certain points of views but we also need to come to the table with an open mind. I think that one of the things that drove me to run was different from the other candidates. I don't have a single issue that is burning that caused me to run. So I come with an open mind. Sure, I have views. I have principles but I am open to debate and discussion. I think we actually need a culture of debate on the board. But we also need a culture of civility. Debates are issues but they don't cloud other issues that have nothing to do with whatever you are deciding on. Hopefully I've answered all three parts of that question.

**McLenagan:** Given that I work with the police department in the (Planning?) and Plainclothes Services division. I would say I am frequently confronted with this issue. Let me give you an example—Mill Ridge Parkway—we had an accident—a fatality last July. As a board member I got hit by a resident about being very concerned. He should have been concerned, but when I went to work I got hit by the same guy about the same issue from that perspective. It can be difficult. I don't think that you should make a decision that could impact events in your favor or if I would personally gain from it. I was confronted with this issue when I got on the board initially. You will all remember the Invisible towers issue. Shortly after the country club started negotiation with Visible Towers, I was contacted as a Chesterfield county police officer by invisible towers and we were contacted as a member of the Chesterfield county police department by Invisible Towers as a public safety agency to put antennas on that tower. So I advised the board right up front—this is what is going on—I'll be happy to participate in the discussion but when it comes to a vote on this particular issue, I will abstain. That's the only way to handle it. And that is the way I addressed that question.

**Moyer:** Well as far as conflict of interest, if there was a conflict of interest, my recommendation is that board member either—if it were possible—to go on sabbatical while that issue was being discussed—even though it might be a couple of months. Just so there would be no hint of any favoritism or other stuff. Conflict of interest would be a definite step down from the board even if it was only temporarily. As far as the political views we have, none of us enjoys confrontation. The board meetings I've seen, the board has a lot of it. I don't know what they do at home by themselves but they seem to do a lot of it. It's difficult but there are a lot of ways to deal with confrontation. A number of books I read on it at school [say] don't try to change the other person's attitude. Just say, "What's on your mind?" and just ask, prepare the facts, make a list. But take your time and don't take it

personally. So confrontation's going to be there. So, how would I handle it? I would listen an awful lot. I would just try to do it in a laudable manner, a list of pros and cons.

**Epps:** One of the first things I did, that Jane put in front of me, at the very first board meeting, was a Conflict of Interest in Confidentiality [form]—a disclosure policy of conflicts of interest that every board member signs. What it says is that if there is even the perception of a conflict of interest that you don't —our first responsibility is to the community. If there is the perception or even the appearance of a conflict, you step away and you divorce yourself from it. There is no middle ground there. You just do it. As far as personal conflict and political views, I will say that, yes, over the three years that I have been on the board, there has been disagreement among board members. I have called board members and community members, on one occasion and apologized because I broke my number one rule, which is to respond, and don't react. And I haven't done it since. But If I reverse the question, I guess it would be my first question is to ask you all, "Would it really benefit the community to have seven people representing you—as diverse as we are, if we all agree on everything all the time. That wouldn't be fair representation of Brandermill. Brandermill is a very diverse community. Now can the board, any board, this board or any future board, learn how to work together as a team even when we don't agree? Absolutely and that is what we have to do in order to effectively govern and complete the business of this community in a reasonable amount of time.

**11. Teamwork is important on teams and on boards. Describe two attributes of a successful board. How will you help the board work together?**

**McLenagan:** You need strong leadership. You need someone who can in take all the input and, at the end of all the input, make a decision. Whether that is to take a vote on an item before you or put out a task force, if you don't have enough information you put out a task force to get enough information to get that project completed. That's what makes a team successful. A lot of the questions that I am hearing, and I don't mean to sound defensive, I agree with Andrea and what she said earlier. This is a large community, there are seven of us, and you don't want people that are going to agree on everything. You want stability and we have a responsibility to behave that way. On the other hand, you have that diverse opinion. As a board we had to do a lot of work this year. We had to make decisions on a lot of things like the Universal poll access or the Shore line buffer policy. That was a lot of work and Dr. Friedel and the efforts that he has made with the reorganization of the BCA and all of its committees. We got some resolution on the parkway and we got some resolution on the signage and guardrails all at the state's expense and for your safety. There are a lot of things this board has done that I think you are probably not aware of and should be proud of. When I go to those meetings it is not always pleasant. The end result is that we all succeed even though we don't all agree.

**Moyer:** One of the things that directors have to remember is that we work for the members of the Brandermill Community. They are the ones who put us in office and they are very

diverse. We have homes that sell for \$150,000 and homes that sell for \$500,000 and up. That creates a conflict in itself. Who are you going to support? What I would like to contribute to the board, is to listen and try to hear both sides and make them tell me what is going to be best for the majority of the members and not just a couple. I am willing to compromise. If I have opinions on something and someone proves me wrong, then fine.

**Epps:** I would say the most important attribute of any governing body is having the trust of its membership. If you can manage to work in a way that the people know that they can trust you and they know that you are there to do your best for them. To me, that is the single most important thing that you can do to define a successful board. Other than that, a board that places the association's business above anything else, and the anything else category could encompass a lot of stuff. I'm not even going to waste my time on that or anyone else's.

If someone were to give me a magic wand and say, "How would you help the board work together?" I would ask the members of the board to get to know each other on a personal level. Spend some time with each other, if it is nothing more than dinner or a social gathering so that the members of the board get to know one another personally. It is sometimes easier then to work together when you actually know them and respects someone better if you actually know them as opposed to just seeing them once a month or twice a month.

**McGinniss:** Leadership is obviously a nice trait to have on a board if you lead in a community of this size. Passion, I think, is important if you have a strong desire to serve. We don't get paid a whole lot of money up here, from what I hear (laughter). Those two traits are important as well as many others. The good thing about this board that is different from where I served on the board of supervisors for King George's county, is that it is non-partisan. I don't have an R (republican) or D (democrat) after my name. That tends to cloud issues. We all have a common goal. We want to make Brandermill a better place as a role model among planned communities. So as long as we have that in common, I think we will do well.

**12. What BCA committees are operating effectively? What can be done to make the rest of the committees function more effectively?**

**Moyer:** Some of the BCA committees that I have seen that work very well together are the Brandermill Women's Club, the Brandermill Men's club, especially the Men's club at the Pavillion, the wonderful 4<sup>th</sup> of July parade—I've seen cohesiveness in that group. The neighborhood watch, I've seen working and is becoming more and more aggressive in incorporating more and more communities within Brandermill. It is their goal of having a Neighborhood watch in every community. I've signed up for Neighborhood watch in my own community which is great. What committee I don't think of doing its job? I don't know of any committee that is not doing its job.

**Epps:** I would say I agree with Wayne. That we have a wonderful group of volunteers, I'm not going to say a bad word about nary a one of them because they care. They volunteer their time because they care and there is nothing as strong as the heart of a volunteer. I think that one of the things that Dr. Friedel is trying to do is at the heart of the implementation plan, a portion of the master plan, and one of the things they are trying to do is re-structure the committee in such a way that it gives them implementation projects for the master plan. Yes, we are going to give them a little more responsibility. Yes, we are going to need feedback from those committees. But from the bottom of my heart and I really mean this, but I hope that the committees will really look at this and be excited for what they will get to do and the role they will play in shaping the future of the community. But as far as the committees, God bless um.

**McGinniss:** I've seen a lot of the committees. I don't think it serve us well to criticize committees that are made up of volunteers. At the same time, we probably need to provide more structure. At the same time we don't want to prohibit anyone from coming in to volunteering or scaring them off. At the same time we need to set up committees for success. If there is any need, I think we should probably look at that area. You know, the activities committees and 4<sup>th</sup> of July. When I went to that two years ago, I thought "Wow, this is terrific!" I'm part of Brandermill. It kind of makes the community. It's that kind of stuff.

**McLenagan:** I'd be remiss if I didn't say that the NRC was effectively operating. I think that when you have an organization that attempts to be a conduit of information back up to the BCA board that's important. We need to do more of that kind of work—just open up communications in Brandermill a little bit. I think the NRC is effective there. I would like to say, my own committee: the crime prevention committee, which I initiated last June was put together, the concept was, and here is an example for the community. We can take something that is grass roots and doesn't cost one dime and we can put something together out there and do a neighborhood watch and we actually coincided with the neighborhood watch program of the previous board which is to put together neighborhood watch program and get 20 neighborhood watch communities by June 30 .We are going to get there and I can promise you that right now., whether I am on the board or not. I was out there last week in Two Notch and my other buddies initiated a plan for the spring. And we can get there in the spring. We are actually very close. We are actually going to activate our old neighborhood watch committees. It is foreseeable that within the next year, we could have 40% of the communities in Brandermill covered with neighborhood watch. Without spending one dime, that is pretty good. What I mean by example is that this is one opportunity for community members to get involved, not cause you to spend one dime in assessments and have a direct impact on our home values. I think crime prevention and the activities committee does a wonderful job. I was actually on the activities committee in 2002 but I didn't put it on my resume but everybody was great.

**13. What tools will you use to help bring diverse opinions together to make decisions on the BCA board?**

**Epps:** Consensus building. You go through it as a group to bring diverse opinions together. Civility, the basic fundamental purpose and objective behind Robert and his Rules is that anyone in a group or member of an organized society can have their ideas and express them in a format where you can have a room full of a hundred people with 100 different views. I am not talking about the formality of a general assembly, but if you use that and you use those tools, you can get through that and not even have hurt feelings. And the other thing I was thinking of is something that I have learned in seven years of local government, No matter what some one says, someone's opinion is about an issue, it isn't personal. You may not agree but you debate the issue not the personality. You may not always agree, but you won't fight either and maybe you can come to some kind of consensus. I would say if nothing else, by following Robert's rules of order and getting to a level where we know each other a little better, you can face issues and not personalities so that we can get more done.

**McGinniss:** Tools, I would probably have to say my ears. You need to listen. You need to not jump to a conclusion before you listen to what someone has to say. So I think you spend time trying to listen to both sides and then you use your brain to try to come up with the best solution—that doesn't necessarily appeal to one side or another. You have to ultimately come up with the best solutions for the community as a whole, sometimes that will loose you some friends and sometimes it won't. I know 15 years ago, during my time on the board, the big thing was "disagree without being disagreeable". The board prior to that, when I got elected, I ran on a platform of honesty, integrity and civility back to the board and I hope that I brought that back then with some of the difficult decisions I had to make, and I hope I would maintain that here. I don't know if it is other than anything civil here now, but I hope that I certainly would bring that.

**McLenagan:** I have to agree with Andrea on the consensus idea. I do think we could be more effective if we had a little more formality in the meetings. If I were to restructure our meetings, I think I would give a little more emphasis on Robert's rules. I would also give you, the members, the opportunity to speak before an item, In other words, if we were discussing the shoreline buffer policy, I wouldn't just have one member voice at the beginning of the meeting and then run the whole meeting. Give them an opportunity to speak—just like our county government does – when that item is up before the board. We can get fresh ideas coming along before the item. Then we could get a fresh opinion consensus. I think we all know how to do it. Raise a good point and put the item on the table, you discuss it, you debate it, at a certain point you make a motion to take a vote, you take a vote and then you move on. These are living documents that we prepare. Remember what the board does, we do nothing other than write policy and provide direction. That's it. That is all we are doing. We can write those policies in pencils and if we need to break it, there's nothing wrong with making a decision and admitting "Hey, maybe that decision wasn't a good one." If we make the wrong decision going back and saying "Hey, this was

the wrong decision.” I think that is the bottom line. Let’s restructure the meetings and then let’s have the courage to make a decision and move on.

**Moyer:** When I was younger, I wasn’t smart enough to go to college out of high school. I went to college when I was 51 years old. I went back to school – it took me five years and I finally I graduated from the University of Richmond. When I was at the UR, a lot of courses I took there were mediation courses. As a matter of fact, I have certification in five different areas of mediation. Various mediation, corporate and family and there’s three others in there. I can use those techniques. I use them at my job, some with my family. I use them for family issues. They come in handy there. As a board of director, it is almost like you are a family up there. You sit with people and have got to help them a lot. You try to remember we are working for you so once the debate is over and once our side is expressed, we have got to remember that we have got to do what is best for the people.

**14. What are your thoughts on the Old Hundred Corridor study & how it will impact the Brandermill? What would you like to see happen to the road?**

**McGinniss:** I would definitely need to defer to some of the folks who are closer to that. I would be dishonest if I sat here and gave an opinion after the limited exposure I have to those issues. I don’t want to make it up on the fly.

**McLenagan:** It’s a complex issue. I’ll just say that if you sit at the intersection of Brandermill Parkway and Old Hundred Road, you know there is an issue. I personally do not believe that the county did enough work. I think we were glad handled by the county. I don’t think they took into consideration every thing that is going on—all the factors and all the homes that are going to be built—all the housing that is going in further up towards Charter Colony. I think we need to send them back to the drawing board on that one. I’m not comfortable with the results they’ve got. Did they do a lot of work, yeah, but I think we got some lip service from the county. I think we need, as a board, to be more pro-active about these things. I know we try. I don’t want to diminish the work of anybody on this board or prior boards or anything BCA management has done. We don’t spend our political clout enough. There are on a conservative estimate about 12,000 residents and 3700 homes. That is a lot of political clout and I don’t think we spend enough. We need to be more pro-active and we need to get loud. Otherwise some of these home developments around us are going to get more of the stuff. Some of the stimulus packages are coming out from the Fed and we need to say as a community, Hey, let’s grab some of that stuff for ourselves and let’s make things work for Brandermill again. We led the way in 1976 and 1977. The county used us to further its development plans, and I think we need to get some re-payment for that now that we are this far down the road.

**Moyer:** If I understand it right, the county is leaning more for a round-about in that area than anything else. I’ve heard traffic lights discussed and I have heard a couple of different options discussed for that area. My opinion is that a round about is a very dangerous thing to

put on that road-- especially with the high school so close. I'm from Philadelphia and we used those roundabouts—two, four, and three lane roundabouts in New Jersey. And I have never enjoyed pulling into either one. You really have to know what you are doing with a roundabout. One area that has a lot of traffic and you don't hear a lot about it, but Luck's lane where they have a four way stop sign. Now that seems to be a simple solution. Stop the cars coming up the hill. Stop the cars coming out. Let them take turns. We are Virginians. We talk slow, we are courteous. That is what people actually do. It is not like driving up North. We will actually let you out and give you time to get there. To me it seems an easier solution than roundabouts, or sound barriers or traffic lights. Traffic lights are really dangerous. So, I'm not pleased at all with the county's direction.

**Epps:** I'm going to try to attack this from a different perspective. The assumptions that were made—that went into that traffic study. I don't have that information back from Mr. McCracken but he promised to have it shortly. I don't know what land use assumptions were made to come up with those numbers. I do know that Cheatem property was assumed. I do not know that the initial 846,246 square feet of medical office and 132,764 square feet of retail and 3500 feet of general office and 978 additional residential units and what will be a fantastic St Francis master plan whereas included in that study. I don't know if all of the agriculturally zoned parcels on each side of Old Hundred Road—and whether or not they were included in the study. The county did spend \$70,000 dollars to do the study. I'm not going to criticize the study until I know what assumptions were made so I know how they got these numbers. So if they did or did not include these numbers, it would change the recommendation. As far as roundabouts go, there are recommendations for roundabouts at Mill Ridge Parkway as well as Brandermill Parkway. There is no way on this earth or any other that I would support a roundabout on Millridge Parkway it is too close to the light at Hull Street. But every Federal and State Uniform Manual Traffic Calming device Manual, which is designed to keep people safe, will tell you that a roundabout at Brandermill parkway—a one lane roundabout is absolutely the safest option you are going to find. Traffic lights cause accidents. They cause T-bone accidents. People run them, High School children run them. I do agree with Wayne, about three or four lane roundabouts, but this is a one lane roundabout. A four way stop would be an injustice just as traffic light would be an injustice. I am worried that we don't have enough traffic to warrant a traffic light on the side street to justify a traffic light at all right now. To have nothing would not be good. But before I can judge the entire corridor study I just want to know what assumptions were made and how they got their numbers.

**15. What is your position on the release of individual salary information of BCA employees to the members? To Directors?**

**McLenagan:** You know someone just passed a law, which I think is watered down that allows for it. Being a county employee, my salary is completely accessible, you just call the county and ask "What does John Mc Lenagan make?" and they will tell you. On a personal level, I don't have a problem. I actually sent an e-mail to Greg Pearson—you know he makes

up that list that tells everybody who makes over \$100,000. And I asked him “What’s with that Greg, I’ve been trying for years to get on that list and you moved it from \$75, 000 to \$100,000. I’ll never get on that list”. (Laughs) I’ll give you a personal opinion. If you saw the salary, you would be surprised at how low they are. With the way that the general assembly came out and watered down that law, you aren’t going to see many salaries from Brandermill, because I don’t think many people fall within that group that they allow you to see their salaries. Once that law was finished tinkered with, to me it is a non-issue. I think the board of directors as a directorial group should have access to that information but as a personnel matter only.

**Moyer:** Personally, I would not like to see my salary exposed. I’d be embarrassed (laughs). As John says at the county and state, the salaries are exposed but the public is paying that salary. We have a right to know what the individual is making from the top down. This is almost like a taxed community but we are not taxed, we are assessed, but it is similar, we are all contributing to the salaries of the people so I see it as associated with working for the county. My opinion is that it should be public knowledge. We should know what we are paying our people and we should be paying them fairly. It should be nothing that we should be ashamed of. But, I think it should be public.

**Epps:** I got lucky on this one. I’ve been quoted in print three times, so I can say the same thing that has already been printed three times. My position on this is absolutely a fundamental one and I agree with what Wayne said, if you have to pay something or if you have an assessment on your house, if you don’t pay that money, and they put a lean on your house, and my opinion, it is a tax. I don’t care how you color it, I know we are not a government but to me, that is a form of a tax. I would support members having salary information for the membership. I think that there would really be less than a handful of the total members that would really be interested in digging through everyone’s salaries, because as John said, you would be surprised. But from a fundamental point of view, you need to know what you are paying for. But I support it for members and of course the directors. I would not want to see BCA staff salaries published in a Richmond newspaper.

**McGinniss:** I think as a board of directors, we are managing a business per say. We definitely need to know the salaries of employees. I think I am going to disagree with the other three on the board on this. I don’t support publishing employees’ salaries past maybe a department—and I still have to think about that. The reason being is that you want to attract good talent. And I am not sure that I would go and work for the company I work for if my salary were public to everyone who bought a bottle of Advil. Just a personal opinion, this board is entrusted with a lot. And as long we are able to manage and we know the salaries of the people we are employing –and we are able to have the performance evaluations of those employees. You give us a lot of power and hopefully we are using it well and if we don’t, you certainly have the power to vote us out. I don’t think I would be supportive of all the salaries out there. If you give it to the membership it is out there for the world. It is hard enough for the board members to manage it.

**16. Frequently Brandermill residents get confused or are uncertain about the neighborhood watch program and the BCA crime prevention committee. Can you briefly tell us the difference between the neighborhood watch program operated by the Chesterfield county and the Brandermill crime prevention committee?**

**Moyer:** The Brandermill Crime prevention committee is local to the Brandermill and is designed to create security within the community. The Neighborhood watch is national and is governed by rules set up to national standards. So we have two different committees that are working together to provide a safer environment.

**Epps:** I have not attended a focus meeting. I believe Neighborhood watch is an individual neighborhood level. They focus on training people to watch out for their neighborhood. I think Crime prevention is on a community wide scale. You have SEPTD and a whole host of things designed for the community wide scale. On Neighborhood watch each program is at a neighborhood level. With my limited experience in this committee that is the one big distinction I make between the two.

**McGinniss:** Not sure I can add anymore to Mrs. Epps and Mr. Moyer's comments. Both committees have collaborated together and have certainly done a good job but still have a ways to go, actually my wife is trying to get one started in Long gate and I hope we get to 20. I can't add anymore.

**McLenagan:** Actually Wayne is right Neighborhood watch is a national organization and Crime Prevention is a BCA sponsored committee. So it is possible for one of our Brandermill subdivisions to deal directly with the Chesterfield County police to organize it self and not have anything to do with the Crime Prevention committee. That's sounds a bit counter intuitive but it really isn't we are not responsible for Neighbor watch. We try to initiate campaigns when we think they are needed. We are trying to organize things around our open spaces and amenities. It would be nice and Rich can tell you I ask him and Cove Ridge to watch Waterside Park for us. They have done a fantastic job there. We tried to organize the neighborhoods around St. Ledger's pool so those folks could watch those amenities for us. When one of these amenities gets vandalized it cost all of us money. The other thing this committee does is sponsor CPTED. We have a CPTED sub committee which our president Joel Bradner is a part of. They went to all the areas and did an assessment and made recommendations back to the board about how we can do things environmentally to reduce crime in these areas. We went to all the open areas, all the pools, Sunday Park. When this program develops we will take it to the neighborhoods to see how they could help to reduce crime in their neighbor. We call it harden the target. This means criminals won't be attracted to your neighborhood. Another thing we do is education. On March 18 we had an educational program at Harbour Point pool about domestic violence. The number one crime in neighborhoods is domestic violence. It's not talked about but it is one of those things. Next month we will do educational program on CPTED were we are

going to have animal control out there. This is a community wide approach that we all deal with.

**17. Brandermill woods offers a service for seniors, that need to get to doctor's appointments, grocery shopping, etc. What are your thoughts on extending this to long term Brandermill residents that are now entering senior status, and would like to stay in their homes?**

**Epps:** I think that with all of the people we have in the community that actually care to look in on their neighbors that both to make sure that the kids are accounted for when they are out playing during the weekends when the weather is nice. I think we should look at services that we can offer. Yes it would mean expanding in some areas but I do believe that we should take care of the residents that we have had the longest. I mean my mother is a senior citizen and I would move her into my house tomorrow if she would come. But she is still independent and driving around. I have friends that live alone and if they needed anything I would absolutely be there. That is just a human services program that would be really beneficial to the seniors who are more shut in or who want to get out and just can't.

**McGinniss:** I definitely would be looking to expand that service. We would want to look at the cost and weigh the cost and the risks and benefits with that. From the outset it sounds like a fairly good program to extend. It doesn't seem like it would be that costly.

**McLenagan:** Need to do some research. Are there obstacles that could be removed so they could stay in their homes. If there is an opportunity for Brandermill sponsored home care system I'm sure there are ways to look at this. I'm already involved in a group in Brandermill helping Brandermill seniors and done some work in several homes, painting and installing wood floors to help folks out. We installed the wood floor because the person was not very mobile and concerned about tripping getting back and forth to the bathroom. There are a lot of things we can pursue and you are right as an aging community we want to make it a good place to live for everybody and there are a lot of ways to do that. It's not just talking about Brandermill woods and home health care. I have a buddy that runs a Neighborhood watch program in Whispering Oaks and they use this to look out for each other and so does Rich in Cove Ridge. It's an excellent conduit this person had a heart attack so let's make sure we go in and check on them. Neighborhood watch is about bringing community together the way it used to be and that's what we're about. There's a lot of stuff we can do by getting all the committees to work together.

**Moyer:** Our County has a couple of plans already in motion. Pick up take to the doctor, etc. I can talk about this personally because as some may not know my wife Patty is legally blind. She has not driven in the past seven or eight years. We have wonderful neighbors and great friends that have taken her places when I haven't been able to because I work and then we also use Vango. Can we do it with people that don't have that kind of network? Absolutely, I think we should confine it to a volunteer organization. I don't think it needs a

separate organization to do it. You can contact the retired men's club or Lion's, etc. There are many organizations that could take part in this.

**18. As a BCA board of director you are required to review correspondence and documents as well as attend monthly meetings, officer meetings, special meetings as well community activities, etc. Do you have the time required for the job and is your significant other supportive?**

**McGinniss:** I thought long and hard before I decided to run for the lucrative position. I ask myself several questions. 1. Was I able to commit the time required to do the job? I had to look at myself and my family. I have 3 children and one on the way in August. We reviewed this and decided the answer way yes.

**McLenagan:** Well I do it already so I understand the impact of this. Do I have the time; well I have already made the commitment. This is something you have to make the time for. This is not something you fit in. There are things I had to give up to do this. That's because I placed a value on this and it's were I love to live not just like to live. I don't take this for granted. I think this is something we all need to work towards to protect and I'm doing my part. I've given up the Wednesday night softball games with the fellows and those kinds of things that make life a little more fun. There also is work time I have to give up like lunches to sit in front of my computer and read all the emails and things like the Old Hundred Road Study. There is a lot of time spent just reading documents like that which is outside of the board, emailing and readying emails from fellow board members and also community members. I gave up my Saturday this week for Neighborhood watch campaign we were initiating; Thursday nights with the master plan meetings. It's big investment. Hopefully at the end of the day I did my part and increased by home value. It's a commitment not doubt about it.

**Moyer:** The time commitment is powerful no doubt about it. I work Saturdays and think that is a good thing and therefore I get off during the week. In my department there are only two of us and we create our own schedules. That gives me some flexibility and the ability to attend meetings. It is going to kill my free time no doubt about it. As far as my wife supporting it I think she will be glad to get me out of the house. She is 100% behind me and always has been. I am very much aware of the time commitment and am glad to commit.

**Epps:** For the last 2-2½ years I conservatively have spent 25-50 hours a week working on stuff for the community. I am lucky that I am able to do that. In addition to Brandermill meeting and I do personally think should be monthly. We can do our business monthly. I also have not missed but one planning commission, board of supervisors or zoning meeting in the last seven years. They have a lot to do with us. As far as do I have the time, I made the time. I have 2 kids and a fantastic mother and they are always my first priority. My second priority is this community. I enjoy it and it's my way of giving something back. As far as my significant other, I have 3 of them by baby boy, my baby girl and my mother which are

my support system. I am grateful for what they do that allows me to have the time to do what I do because there is a significant commitment of time required. If you understand that going into it you will be OK.

## 19. Closing comments

**McLenagan:** Thank you for sitting here listening to this, and thank you, Rich, for keeping us under three minutes. After having spent a year on the board, I don't feel that I've accomplished what I wanted to for the community. There is a lot more to this than I originally thought, but there is a lot of stuff on the table we have to resolve and I would like to be a part of that resolution. There are things I wanted to accomplish; I'm not sure we're there yet. We as a board are working towards that. From the outside perspective it may not be pretty at times. I can assure you all of us on the board presently are working towards the same goal which is a better Brandermill. We may not agree on how we get there. Again, it may not be pleasant, but I think that's what you want from us. I think I have a lot to offer you all. First, I have experience of being on the board for a year. Second, I do have insight from the county government perspective. Working for the police department, I know what issue we are facing. I formed the Crime Prevention Committee because I felt that one of the issues we are facing in the future is an urbanization of our section of the county. I think we need, as a community, to see Brandermill is not the same as it was in the 1970's. We are what we are now and need to start doing some things for ourselves to get to a place where we can all gain some home equity. That's really what it is all about for me, and I would appreciate our voting for me.

**Moyer:** Patty and I moved to Brandermill 27 years ago. We started in Court Ridge and lived there for three years, spent 10 years in Turtle Hill and now have been in Cove Ridge for 13-14 years. I had a job that kept me on the road a lot so I really couldn't get involved in very many things. I am very fortunate to be in a position now that I can participate in the community and give more. So I am really proud to be sitting here tonight and have the opportunity to be on the board of directors. I believe I have the ability to work with the other six members of the team. The mediation skills I have will be an asset on both sides of the table. I am really looking forward to being on the board and appreciate your vote. And I guarantee my phone number will always be listed and my e-mail will always be there. And I will do my best to support each and every member of the Brandermill community.

**Epps:** I would like to thank you for sitting through this and asking questions you wanted answers to. I would also like to thank John, Wayne and Keith for the willingness to volunteer to do this because this is not a high pay position for the time that is spent, but it is rewarding and there are different forms of compensation and being rewarded for what you do – whether anyone recognizes it or not – what you do really does matter. You have the internal company that tells you “Hey, I'm proud of me. I'm proud of us as a board; we did this and it is good.” That is why I'm sitting here, that's why I was sitting here three years ago. My big thing is where we go from here. Getting the master plan off the ground, having

it make a difference. Comprehensive policy revisions that is necessary so we can operate effectively. We have to take an active role in the countywide comprehensive plan because if we don't we're going to be underrepresented in the land use plan, and it would change in a way we don't want it to. I mentioned the density from the St. Francis master plan. Go look at it. It will have issues we will have to deal with. Center Pointe, other than the school, has not cut down the first tree, minus the office component it has 1,630 dwelling units. Waterford currently is about 20% developed. There is an Olympic training facility going in across from the hospital which will provide recreational activities for us, which is a good thing. The impact of these things has to be addressed. In 2010 we are going through a census, and in 2011 we are going through a redistricting process and whoever is sitting on the board – collectively the seven of us whoever that might be – will speak Brandermill's voice when they start drawing those boundary lines for the districts. I can't think of anything that will impact our property values more negatively than someone drawing a line. We need to deal with VDOT, work with them. They are in the process of changing their entire structure which we will be sending out some time soon. But basically if nothing else I think that we have a wonderful quality of life. I think we can improve on the quality of life that we currently enjoy and assure that 10 generations from now people are still taking about Brandermill as they used to when it was first built. And all of that is very important to me. I have great respect for these three gentlemen who are sitting up here with me, and it is hard for me to say "Oh, vote for me", but VOTE FOR ME.

**McGinniss:** Thanks to the NRC and to each and every one of you who came out tonight. I know you missed *American Idol* and *Dancing with the Stars*. And thanks to the many people, I have met in the last 60 days. I have met more people in the last two months than I would have met in 10 years of living in Brandermill. So regardless of the outcome of the election, I have been richly blessed to go through the process. I mentioned earlier when I decided to run after asking myself three questions. The first was a commitment of time, the second one was could I translate the experiences I have, and the third was could I make a positive impact in the community if I were elected. The first two I answered with my family and myself. The last one I answered after a lot of research and a lot of time talking to a lot of people.

I am convinced the board of directors can reverse the trend of property values under-indexing with the rest of the county. I am convinced we can lead commercial revitalization within our community. I am convinced we can raise the level of collaboration with state, county government and agencies to our benefit. I think Brandermill through the right leadership on the board can make Brandermill a model community, not just in the state but also in the country. We have a lot to offer. I convinced myself whether wrongly or right that I could make some of those opportunities a reality. That's why I decided to run, and I respectfully ask for each and every one of you vote, but more importantly if I am honored enough to be elected, I want to keep up your support and your opinions whether I agree with them or not is not important. The important thing is I listen – and hold me to it. Everyone in the community has my cell phone number; access is key. Thank you.

**ADJOURNMENT**

Chair Hillman thanked everyone for coming and encouraged everyone to vote. There being no other business, the meeting was adjourned at 9:10 p.m.

Respectfully submitted,

---

Mary Jane Zander, Acting Secretary  
Neighborhood Residents Council

---

Frances Hillman, Chair  
Neighborhood Residents Council