

WPOA Board of Trustees Saturday Meeting – 9/13/25

***Any updates from the Friday email are indicated in **italics** of the summary of each report.*

***The deadline for submission of information for the monthly newsletter and other media releases is the Tuesday following the WPOA meeting at 4pm. The Office staff appreciates the cooperation of all of the clubs to share the events and activities held at Lake Waynoka.*

President Eads called the meeting to order at 10:10am and led the attendees in the Lord's Prayer followed by the Pledge of Allegiance.

Roll Call: Present: Bynum, Eads, Klein, Lane, Miller, Moore, Wagner, Mgr. Wilkin

Absent: Bisbe was excused.

Minutes: Lane made a motion and Klein seconded to approve the 8/9/25 WPOA Monthly minutes as printed in the newsletter. A yea/nay vote was taken and the motion passed unanimously.

President's Report (Eads):

- With so many things going on in the world, I am very grateful for our community and our amenities. I believe all of us have good intentions and strive for cohesiveness and a sense of community.
- Mgr. Wilkin is celebrating his one-year anniversary of our offer extended to him to become Lake Waynoka Manager. His anniversary of his first day will be next month. I am so happy to have him. He has been a great asset to our community. He has taken the time to get to know the staff and their wishes to continually make improvements. We have a fully staffed Police Department and that has not occurred for some time. He has been instrumental in obtaining a WRWSD infrastructure grant in the amount of \$250,000. That has never happened in our history. He has been busy establishing relationships with Brown, Franklin, Jackson and Eagle Township Trustees to promote Lake Waynoka. I appreciate him and his commitment to our community.
- There are two WPOA Trustee openings. One is a short-term appointment until April 2026 and the other is a little over two-year appointment until April 2028. We will also be holding an election to appoint 3 three-year terms. If you are interested in serving, please fill pick up an application at the office or submit one online on the Lake Waynoka website.

Treasurer's Report (Lane):

Operating Funds

- August total operating income was \$191,331.11.
- August total operating expenses were \$310,130.42 with no unexpected expenses.
- Operating fund balance at the end of August was \$997,301.37.
- Operating income for the year at the end of August was \$2,697,672.21. That is 82% of the plan for 2025. Expected income at the end of August was 83% so 1% under budget.
- Operating expense for the year at the end of August was \$2,068,726.25. That is 64% of the plan for 2025. Expected expense at the end of August was 68% so 4% under budget.

Allocated Assessment Funds

- Income for allocated operating assessments in August was \$11,868.00.
- Assessment account expenditures in August totaled \$47,659.62. This includes \$6,649.78 for dredging, \$9,450.00 for dam valve repair, \$12,265.00 for the work around the indoor pool.
- Balance of all allocated assessment accounts at the end of August was \$945,203.44.

Invested Funds

- Invested Reserves at the end of August totaled \$544,499.38.
- Total cash on hand at the end of August was \$2,487,004.19.

We are beginning to work on the 2026 operating budget for 2026 this month. The Board will vote on it in December. We will do our best to be fiscally responsible especially with the WRWSD increases.

Manager's Report (Mgr. Wilkin):

- I am pleased to announce that our Member of the Month is Jeff Devilbliss. He has been a member of the community since 2000 and runs his own business. Jeff donates much of his time and skills to the lake often working behind the scenes and he gives back to our local schools. I hear he is a grill master too. Please congratulate Jeff if you see him out and about.

- Our Employee of the Month award goes to Marty Chadwell. Marty came to us 9 years ago after retiring from Indian Hill. He began as a seasonal employee and has worked his way up to Maintenance Lead. Marty is known for his professionalism, teamwork approach and is committed to community service. Thank you for all you do. Please congratulate Marty on this great accomplishment.
- As I reflect on this past year, I am filled with gratitude for the opportunity to serve the Lake Waynoka community. A year ago, on September 7, I was extended the offer to join Lake Waynoka. After much prayer and thoughtful discussion with my wife, we knew this was where we were meant to be. My official one-year anniversary will be October 15, but in this short time, I have had the privilege of meeting so many of you, learning your names, and sharing wonderful conversations. Thank you for welcoming me so warmly and for allowing me to be part of this unique and special community.
- This past week, I had the honor of joining the Shawnee Women's Club for their Veteran's Picnic at the beach pavilion. The event was filled with food, fellowship, and heartfelt appreciation for our local veterans. Watching them enjoy the lake and time together reminded me of the strong sense of community that makes Lake Waynoka so special. My sincere thanks go to the Women's Club for hosting such a meaningful event-one I now look forward to every year.
- Over the last month, we have seen continued progress throughout the community. Projects completed include the rebuilding of the restroom facility at Kiddie Coral, removal of large amounts of silt from the lake, mowing and upkeep across the community, and the ongoing operation of a fully staffed Police department. Many other projects are also underway, all designed to improve safety, appearance, and quality of life here at Lake Waynoka. I have been riding around with officers and the dredging team to observe their processes.
- Looking ahead, October will be another busy month. We have \$275,000 budgeted for road paving, with seven roads already identified for resurfacing as well as several repair areas. Preparatory culvert work is being completed now to ensure that the paving can be successful and long-lasting. We will announce paving dates as soon as they are finalized. In addition, dredging will continue on the east end of the lake over the coming weeks. I am thrilled with the progress we are making and confident these projects will have a lasting impact. *President Eads noted that we will be having an engineer oversee the blacktopping projects to ensure they are being done correctly.*
- At the most recent WRWSD meeting, it was announced that water and sewer rates will be increasing. We recognize the concerns that come with such changes, and we want to ensure transparency. A public meeting will be scheduled to discuss the details, and a newsletter will be mailed out to all property owners with the specific information. *This public meeting is scheduled for September 22nd at 5:30pm in the Lodge.*
- I also want to take a moment to express my sincere appreciation for our entire team. From the administration office to the front gate, Recreation Center, Campground, Maintenance, Water and Sewer departments, and Police, each staff member plays a vital role in making Lake Waynoka the community we all enjoy. Their dedication and hard work, often behind the scenes, deserve our gratitude. Please join me in recognizing the effort they give day in and day out.
- Finally, I want to remind everyone that our staff is made up of real people who care deeply about serving this community. They work hard and are dedicated to doing their best every day. Like all of us, we will make mistakes from time to time, but those moments are opportunities for growth and improvement. If you ever have a grievance or concern, I kindly ask that you reach out directly-call the office, send me an email, or stop by in person. These conversations are always more productive and respectful when handled directly, rather than through social media. I do not monitor Facebook and will not see complaints posted there, but I will always listen if you come to me directly. Together, we can find solutions and keep our community strong.
- It has been a rewarding year of learning, progress and connection. I am truly excited for what the coming year holds for Lake Waynoka, and I am grateful to serve alongside such a dedicated team and supportive community.

Lake Waynoka Police & Security Report for August 2025 (Chief Callahan):

Calls for Service	64	Animal Complaints	6
Arrests	0	Livewell Checks	21
Reports	31	Fire Runs	0

Citations	9	Grinder Pumps	22
Warnings	15	Squad Calls	5
Security Checks	60		
Call for service breakdown of main access area, excluding parking lot area			
Campground	9	Rec Center	2
Lounge	0	Lodge	0
Vehicle Information			
Vehicle	Fuel (gallons)	Miles Driven	
1391	72.7	874	
1591	73.8	967	
2091	11.0	201.2	
RFID Front – 20,965		Front Guest Lane – 14,066	
RFID Rear Entry – 21,035		Rear Exit – 25,206	

Unfinished Business: None

New Business: None

Motions and Resolutions: A motion was made by Klein and seconded by Moore to approve the 2025 Election Timeline as presented by the Election Committee (*see below*). A yea/nay vote was taken and the motion passed unanimously.

Community Suggestions (Eads): None

Membership Compliments & Comments:

- Gordon Ellis – On behalf of the Brown County Commissioners, I am pleased to report that on October 1st, the county sales tax will be reduced from 7.25% to 7.00%. We know that property taxes have increased and our departments are tightening their belts to provide county residents with some relief. We are under the average of sales tax in the State of Ohio.
- Kim Kramer – A threatening letter was sent to campers in regards to lot # signs. These signs are inconvenient in some instances and need to be moved so we can pull our campers in and out. Previous management had stated that the signs would be relocated if they were an obstacle. She presented a copy of the letter to the Board and asked them to address and resolve this issue.
- Chris Kizer – We held a spaghetti dinner to raise money for the Chapel expansion project. Thank you to security for a seamless event, maintenance for their hard work setting up and tearing down tables and chairs, Chy for her enthusiasm (she will be missed), Cat Bundy and the Rec Center staff for their help and positive attitudes. With everyone's help, we raised \$2,500 for the expansion. Thank you.
- Jerry Abbatiello – Jerry asked about geese and deer removal. He also asked if it was true that new homes would be limited to 10 per year. Mgr. Wilkin said that we have an ODNR geese nuisance permit that allows us to remove 25 geese from the lake each year. This year we have removed 15. We are working with ODNR to establish a way to help control the deer population and their health. We are not eligible to receive a nuisance permit for deer. President Eads stated that the 10 new home limit that will be going into effect. The WRWSD is limiting grinder pump and water/sewer tap permits to a maximum of 10 per year due to infrastructure limitations. The WPOA will have to work together with WRWSD to determine guidelines for how those housing permits are issued.

Other Committee Reports:

Building (Barge/Moore): Reminder to property owners: Per the WPOA Restrictive Covenants and the Rules and Regulations, volume 2, a permit is required for various kinds of work to be performed on your property. Permits can be picked up at the office. To better understand the permit requirements, you can either call the office/or go to the Lake Waynoka website, click on Documents, then WPOA Rules and Regs, Vol2. Don't hesitate to let me know if you have any questions.

Permit	August	Year to Date
Residence	2	29
Dock/Boat Lift	0	13
Additions	0	2
Repair/Replace	2	7
Pool	2	4
Deck	2	6

Garage	1	6
Storage	3	10
Boat Cover	0	1
Fence	3	13
Misc	1	4
Totals:	16	95

Election Inspectors/Nominating (Nan McHugh, L. Stover; Dawn McNees, Nominating Chairperson):

- As always, there will be 3 Board of Trustee positions to fill AND this year, 2 mid-term Trustee positions to fill. There are three application forms, one for the full 3-year term and two for the midterm vacancies (one term ends April 2026 and the other ends April 2028). You can submit applications for any of the three. The applications are located on the Lake Waynoka website (lakewaynoka.com) under Documents then Forms. Due date for the applications to be submitted is no later than September 29th at 4:00PM
- Per the Rules and Regulations, volume 3, the election timeline will be approved by the Board.
 - **September 29th Candidate applications must be submitted by 4 pm**
 - **October 20th Last day for members to settle outstanding fees/dues to be eligible to vote**
 - **October 21st Mailing labels and list of eligible voters printed**
 - **October 24th Ballots mailed to property owners**
 - **December 1st Ballots must be received in Admin office by 4 pm**
 - **Friday, December 5th Ballots counted by this date**
 - *The Board made a motion to approve the timeline. Please see Motions above.*

Lake Advisory (Wilks/Bisbe): None

Long Range Planning Committee (Borgman/Lane): None

Rules and Regulations (Taylor): President Eads reported that the committee has been busy revising the CODE and the Board has been relaying verbal changes they'd like to see incorporated from the workshops. The committee will hold a separate vote for the proposed CODE changes instead of including this with the upcoming Trustee election. The proposed revisions are under legal review before being presented to members to view. Due to all of the documented changes from 2018 and present, we will most likely vote on separate sections of changes instead of the CODE as a whole.

Campground Committee (Abbatiello/Klein): We are having a chili cookoff today at 3:30 and a band beginning at 7pm. Please bring a dish to share. Everyone is invited. Our Halloween event is October 18th from 5-6:30pm. Please look for more information, such as road closures. Laura Vance is hosting a flashlight Halloween on October 17th. We are requesting to participate in drainage issue discussions at the campground. *Trustee Klein thanked the campers for their Labor Day celebration. All lake members were invited and it looked like a great time was had by all.*

Community Organizations:

- Civic Club (Dave Adler) – Bingo tonight 7pm in the Lodge; Club meeting on September 22nd postponed due to the WRWSD community meeting. Another date and time will be announced; Tony Sousa gave an update about the military flags. He hopes to have several installed by Veteran's Day. Each flag costs roughly \$200 (flag and installation) and we are accepting donations to offset the cost to families of those being honored. He is selling wristbands and t-shirts. We will have a bike around the lake event on September 27th at 9am. Please meet at the Lodge parking lot. Thank you for all of your support. *President Eads thanked the Civic Club members for the wonderful firework display and for everyone who donated to the event. The club had to purchase a new recycling can trailer and donations are being accepted.*
- Shawnee Women's Club (Sue Levermore) – On September 10th, the club hosted a picnic for the Georgetown Veteran's Home and local Veterans. They were served lunch and enjoying fishing and playing poker. The next event is the club's annual craft show on October 28th from 9-3 in the Rec Center and Lodge. The club will not be hosting "Light Up the Lake" this year. We will host a community event called "Jingle and Mingle". Santa will be there. The date is December 13th and is located in the Lodge. Please look for more information as a time has yet to be determined.

Executive Sessions #1:

- At 11am, a motion was made by Lane and seconded by Bynum to enter into executive session to discuss appointing someone to the Vice President vacancy. A yea/nay vote was taken and the motion passed unanimously.

- At 11:14am, a motion was made by Moore and seconded by Lane to exit executive session. A yea/nay vote was taken and the motion passed unanimously.
- *President Eads announced that Dave Wagner and Rob Bynum were nominated to fill the VP seat. The Election Committee conducted the election which resulted in a tie (4-4). Trustees were unable to come to a majority vote for one of the nominees so it was decided to vote on the next month.*

Executive Session #2:

- At 11:16am, a motion was made by Bynum and seconded by Moore to enter into executive session to discuss several citation appeal reviews. A yea/nay vote was taken and the motion passed unanimously.
- At 12:16pm, a motion was made by Lane and seconded by Bynum to exit executive session. A yea/nay vote was taken and the motion passed unanimously.

Executive Session #3:

- At 12:17pm, a motion was made by Bynum and seconded by Moore to enter into executive session to discuss trustee behavior. A yea/nay vote was taken and the motion passed with Klein as a nay. Wagner was required to abstain from voting as the session was related to him.
- At 12:24pm, a motion was made by Lane and seconded by Bynum to exit executive session. A yea/nay vote was taken and the motion passed unanimously.
- *President Eads read into record the following citation followed by supporting evidence.*

Citation

Lake Waynoka Property Owners Association

Citation of Conduct Violation

Issued to David Wagner

Date: September 13, 2025

Subject: Citation for Harassment, Defamatory Remarks, Unauthorized Communications, and Violation of the POA Code of Conduct

This citation is issued to **Dave Wagner** by the Board of Trustees of the Property Owners Association (WPOA) in accordance with the Association's Code of Conduct and governing bylaws. It reflects repeated, documented violations of the standards of conduct required of all trustees.

Findings of Conduct:

It has been determined that your actions as a member of the Board have materially violated the ethical and professional standards expected of trustees. Specifically:

1. **Harassment of Board Members** – You have engaged in repeated verbal harassment of the President and other Board members, creating a hostile, unprofessional, and disruptive environment.
2. **Defamatory and Disparaging Remarks** – You publicly and in writing made inappropriate, derogatory comments, including comparisons of the elected President to “electing the slow kid in the class as a joke” and statements such as “I will use smaller words.” Such remarks are defamatory, disparaging, and inconsistent with the ethical obligations of a trustee.

Evidence:

Emails from you dated August 11, 2025 (9:09pm), August 11, 2025 (1:54pm), and August 13, 2025 (12:10pm) are formally entered into the record as evidence.

3. **Violation of WPOA Code of Conduct** – Your conduct violates multiple provisions of the WPOA Code of Conduct, including:
 - Treating all members and trustees with dignity and respect.
 - Prohibition of harassment, intimidation, or disparagement of fellow board members.
 - Upholding the integrity and reputation of the Board and the Association.
4. **Violation of Federal and State Standards** – Your actions and statements are inconsistent with federal and state protections against harassment and discriminatory speech, exposing the Association to potential legal and financial liability.
5. **Intent to continue Unauthorized Actions** – You have stated your intent to continue acting outside the authority of the Board, including administrating communications on social media or other platforms. This constitutes a clear threat to the governance and integrity of the WPOA.
 - August 15, 2025 (10:35am): You were directed in writing to immediately cease all defamatory remarks and conduct unbecoming of a trustee.

- June 5, 2025 (9:30am): You received a formal email from the Board President (with the Vice President on copy) regarding communications contributing to a toxic work environment.
- May 10, 2025: During the Special Meeting following the first membership meeting after installation, you were directed to cease aggressive and accusatory communication (absent: Nancee Klein and Rob Bynum).

Corrective Action Required:

- Payment of a fine of \$500.00 as determined by the Citation Review Committee, within the next (30) thirty calendar days from this date.
- Immediate cessation of all harassment, defamatory remarks, rogue behavior, and unauthorized dissemination of Board communications.
- Any further violations, including rogue behavior or the release of undelegated communications will result in escalated disciplinary measures, up to and including multiplication (x2) of the fine per occurrence.
- Nonpayment of the fine will result in automatic removal from the Board, in accordance with WPOA bylaws.

Acknowledgement of Receipt:

I, **Dave Wagner**, acknowledge receipt of this citation, and understand that failure to comply with the corrective actions stated herein may result in further disciplinary measures.

- *Mr. Wagner refused to attend the Executive Session after being requested to stay by President Eads on 9/13/25.*
- *This Citation of Conduct Violation of Dave Wagner was signed by Executive Committee Members/Citation Committee members: Sue Eads, Rob Bynum, Chris Lane and Sean Moore.*

Supporting Evidence:

From: David Wagner <wagner@lakewaynoka.com>

Date: August 10, 2025 at 9:09:58 PM EDT

To: John Barton <barton@lakewaynoka.com>

Subject: Re: Attendance Requirements for Board Membership

Hello Again John,

In my haste to respond I did not address your comments that my most important topic this year is Sue's removal from the board. That is entirely true. Sue is like the kid from the slow class elected President as a joke. I agree it would be funny if it weren't for the \$3.6 million budget or its impact on all of our property values. Well - not yours anymore, but everyone else's. I acknowledge that there is no path in the rules to remove Sue as President, but she also does not have the votes to remove me. I guess it is a stalemate until the next election.

I am done with Sue trying to send letters to residents who speak up during comments and concerns in our WPOA meetings. I am done pandering to her misunderstanding of Google and blaming email for her communication issues. I am done with Sue claiming inappropriate communication on issues that she should be communicating to our community. I am done with Sue gatekeeping communication to the General Manager yet failing to provide answers to my questions.

Sue's commented twice in public meetings that she is President because of the line of succession. She succeeded a board that accomplished absolutely nothing - and she wanted that to continue? I don't hear from many others who do. The community will improve when Sue is no longer President.

John, in my email I asked you to either resign or show up. You didn't respond which path you intend to follow. No need to write a response - your attendance will speak for you.

David Wagner

WPOA Trustee

David Wagner <wagner@lakewaynoka.com>

Mon, Aug 11, 1:53 PM

to Sue Eads, John Barton, Nancee Klein, Charles Miller, Michael Bisbe, Sean Moore, Robert Bynum, Chris Lane

Hello Sue,

You didn't receive that message from another member of the board - I sent it to you along with everyone else on the board. Please learn how to use Gmail.

If you are going to quote my word "done" - at least quote the entire paragraph:

I am **done** with Sue trying to send letters to residents who speak up during comments and concerns in our WPOA meetings. I am **done** pandering to her misunderstanding of Google and blaming email for her communication issues. I am **done** with Sue claiming inappropriate communication on issues that she should be communicating to our community. I am **done** with Sue gatekeeping communication to the General Manager yet failing to provide answers to my questions.

I will not resign.

David Wagner

WPOA Trustee

On Wed, Aug 13, 2025 at 9:50 AM Robert Bynum <bynum@lakewaynoka.com> wrote:

Just got back from out of town to see this. If this keeps up we are not going to accomplish anything. Dave, your comments are unprofessional and uncalled for. I feel you have a lot of knowledge and ideas that are good for our community but we have resorted to name calling. Can we start acting like adults and stop this crap? Your comments at any company would be grounds for immediate termination. So then why is it ok for you to do it as a board member? The clear answer is it is not ok. Everyone on this board should agree with that.

David Wagner <wagner@lakewaynoka.com>

Wed, Aug 13, 12:10 PM

to Robert Bynum, Nancee Klein, Sue Eads, John Barton, Charles Miller, Michael Bisbe, Sean Moore, Chris Lane

Hello Rob,

I don't believe I called Sue a name. I did compare her election to electing the slow kid in class. I still stand by that comparison. What has surprised me most about becoming a member of the board is that the only thing lower than the community expectations for the WPOA board is the effort and expectations of so many on the board. Vern Taylor gave his closing remarks as President and listed last year's accomplishments as: 1) Hired a new GM. 2) That's pretty much it. It was disgusting to then watch most of those same members vote for yourselves without any other consideration of effort, ideas, or direction to continue the incompetency and ineffectiveness of the past year. The "line of succession" announced to the entire community that apathy and ineffectiveness are OK. I do not agree and never will.

David Wagner

WPOA Trustee

Special Meeting May 10, 2025

Mr. Dave Wagner, Trustee

Lake Waynoka, OH 45171

RE: Waynoka Property Owner's Association, Inc. (WPOA) Board of Trustees' Code of Conduct Warning

Dear Mr. Wagner:

This letter is to follow up to the Special Meeting of the Board of Trustees held on May 10, 2025, to consider the Board's response to your actions of:

- 1) Harassment of WPOA Board President Elect, Mrs. Eads. (See R&R Vol 1 1. Work Environment). Your written communication conduct was unwelcome, offensive, and has interfered with work effectiveness. It includes, but is not limited to, all forms of workplace harassment as defined by the EEOC, as well as verbal harassment characterized by profanity, bullying, intimidating, shouting, or otherwise confronting (publicly or privately) in an uncivil manner.

This letter serves as a formal warning regarding your conduct in an email sent to Mrs. Eads, April 23, 2025, that included the entire board of trustees and the Lake Manager.

The Board, by majority vote (with your abstention), has decided to formally issue a warning letter for your actions, as being a breach of the Code of Ethics and Rules of Conduct for WPOA. This letter is intended to serve as an official notification.

The Board takes seriously the need to ensure respectful and professional conduct towards other Trustees. No further comment or communication will be made by the Board in relation to this matter.

The Committee may, in their discretion, assess additional penalties, including recommending to the WPOA Board the suspension of member privileges, if the violation is habitually contrary to community standards as outlined in the Rules and Regulations if there are further occurrences.

SPECIAL CLASS VIOLATIONS (PG 23)

These violations have specific penalties not included in the above schedules.

- Harassment of Members (Section 1, par. 1, p. 1)

Sincerely, Sue Eads, WPOA Board President

May 10, 2025 Notes

Board Majority (Barton, Miller, Bisbee, Lane, Moore, Eads) *Klein and Bynum were not present during the meeting.*

- Decided to not issue written warning, hoping Mr. Wagner would “do the right thing and apologize”.
- Concern was expressed by some board members about escalation of Mr. Wagner’s frustration with following the established processes, and possible lash back.
- Discussion was held regarding direct communication to WPOA personnel, being inappropriate and the need to follow proper channels of communication.
- Mr. Wagner was notified this type of communication was unacceptable and cannot happen again, or further actions will be required; ie., written warnings, citations, ect. Up to and possible removal from the board per the rules and regulations.
- Chris Lane offered to work on establishing the file structure, rules of access, usage of the google drive in coordination with Eads/through Wilkin’s direction to AJ based on available bandwidth to determine timing of implementation and release for use for the board and committees to relieve Mr. Wagner’s frustration and help move the subject forward.
- No apology was provided by Mr. Wagner; Sue Eads 5/10/25

Adjournment: The motion to adjourn was made by Lane and seconded by Moore. A yea/nay vote was taken. All were in favor and the meeting was adjourned at 12:28pm.

Rhonda J. Maybriar, WPOA Assistant Recording Secretary