

# HVLA Repeats (& Repeats) Past Mistakes

## How This 'Repetition Compulsion' Works and Hurts Members

I don't know 'bout you, but I've had it! HVLA "Leaders" have glossed-over acknowledging past mistakes, and have never fully recognized their deep, broad impacts or how to correct them.

Example: Fraudulent representation of our fiscal status from 2000-2014 as "in good shape." That was partly "fixed" by the 2014 Audit and the 2015 Independent Reserve Study. It was a grand-scale deception of Members and alienated many from the governance process. Critical problems still abound – low reserves, huge Golf Ops. losses. Another example: Gross Neglect of All Amenities, especially the Community Center. But the Golf Ops. continues to get lots of money while other member amenities languish (Lake, Recreation, and Teens) and Reserves remain under-funded.

Our "Leaders" continue to passively accepted control of our Association by the "Good Ol' Boys & Girls" Group. This Group's existence and its impacts have **Never** been openly acknowledged. Yet, behind-the-scenes, this Group calls-the-shots on everything in HVLA (& CSD).

Our Association has a long, well-known pattern of selecting and keeping "**Destructive Leaders**" – Directors, Managers, Committee-Chairs and GM's who have had poor communication skills, hidden-personal-agendas, poor organizational/managerial skills and/or marked tendencies to personalize governance and management processes. Although HVLA badly needs it, we have never had qualifications for Directors on-a-par with the actual need, or, any regular, meaningful education or in-service for leaders. As a result, our Association has developed a "Corporate Culture of Mismanagement and Blind-Conformity" and resultant lowered member expectations.

Our "Leaders" have continuously used unproductive methods of problem-solving: routinely delayed decision-making and ineffective, destructive means of conflict management. Examples: Lack of Strategic Planning, ONLY a Partial Fire Protection Plan, protecting rogue leaders and hiring either overly-compliant, overly-passive or overly-assertive GM's.

Despite HVLA's long and universally recognized patterns of poor communication, our "Leaders" have consistently failed to effectively address this problem. One recent attempt to address it (a more interactive, user friendly website) has reportedly been sabotaged. 70%+ of Members Do-Not-Vote. The vast majority of Members are UN-Engaged. Member surveys have routinely been disregarded by Boards.

Our Governing Documents are badly Out-of-Date (CC&R's last fully updated 2003; By-Laws in 2002). These Docs. were supposedly sent out for updating nearly 10-12 months ago!

**Repetition Compulsion: Why Do We Repeat the Past? -**

<https://psychcentral.com/blog/archives/2013/06/29/repetition-compulsion-why-do-we-repeat-the-past/>