

HVLA's Most Urgent Needs – Top 10

May 2017

■ To Improve Overall Association Functioning

Under its current leadership, level of functioning and organizational structure, HVLA will continue to have great difficulty making forward progress. Given these existing circumstances, any forward momentum will be severely hampered by HVLA's persistent and pervasive disorganization, poor communication (at all levels) and generally low understanding of Community-wide needs (due to lack of data) and lack of expertise regarding how to address Community-wide needs.

Re-building of the Community Center, Hartmann and Maintenance Bldgs. should **NOT be done before** any of the following. Decisions about re-building could be part of the following processes, but should not precede them.

1. Long-Term Strategic Planning must be Priority #1.
2. HVLA is way too large and complex to be adequately governed/managed by untrained, uneducated volunteers with limited support staff. Professional HOA management is required.
3. Past mismanagement and corruption along with the consequent damage to Association functioning must be fully, more openly recognized in order for the Community to heal properly and adequately.

The history of the grossly disproportionate influence of a few cliques must also be fully recognized and effective plans developed to neutralize those influences for once and for all.

4. Comprehensive **Fire and Flood** Prevention and Response Plans must be fully developed and publicized in a completely user-friendly format for all members. In addition to information for residents on home/property preparedness already disseminated, this Plan should also include:

- *Explicit evacuation maps with exit routes color-highlighted for each HVLA area
- *Information on physical/geographical preventative/protective measures already implemented and "to be" implemented by HVLA
- *Additional/new entrances for CalFire to being in fire-fighting equipment
- *Additional/new fire-breaks
- *Fuel Management Plans: Brush Abatement, Fuel Removals, and Chipping Programs
- *Collaboration/coordination Plans among local entities, e.g., HVLA Security, So Co. Fire Protection Dist., CalFire
- *Other methods to create & maintain healthy, fire-resistant field and forest areas

5. The needs of the 70 home-burning victims must be re-explored and more properly and openly addressed.
6. Management of the Golf Ops. should be contracted-out to Baker and Assoc., or similar firm.
7. HVLA's long-standing, deep-seated communication problems (primarily between Association/Board and members) must be addressed and specific, evidence-based solution-steps taken to resolve them.
8. Previous lip-service and subsequent lack-of-action regarding Staff-and-Board training/development is wholly inadequate as well as an embarrassment. A plan for this must be implemented, NOW.
9. Updating Association By-Laws must be a priority.
10. Written and published HR Policies/Procedures are urgently required.