A photograph of a beach with driftwood scattered on the sand. The sky is blue with scattered white clouds. The text 'The Trawler' is written in a dark blue, cursive font across the upper portion of the image.

The Trawler

Special Edition | Election 2024

THE TRAWLER - ELECTION 2024

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Here are some important dates for this election that you need to know:

- Nov 12 – Members in good standing as of this date are eligible to vote in this election.
- Nov 13 – Paper Ballots mailed out.
- Nov 25 – Electronic Ballots will be sent out.
- Dec 16 – Voting ends for this election at 4:30 PM
- Dec 17 – Results announced.



Rebecca Climer - President

Lou Wood - Treasurer

Nancy Wingenbach - Secretary

John Marshall

Claude "Skip" Shriver

John Skiba

Dan Smith

2024 FIPOA Board of Directors

Meet Your Candidates

The Election Committee is happy to announce the list of FIPOA Board Candidates for the Class of 2027*.

Resident – 2 open positions (full-term)

Gary Deluca
Heather Pickens
Tom Rubenstein
Gayla Thomas

Non-Resident – 1 open position (full-term)

Claude “Skip” Shriver
Franck Sogaard

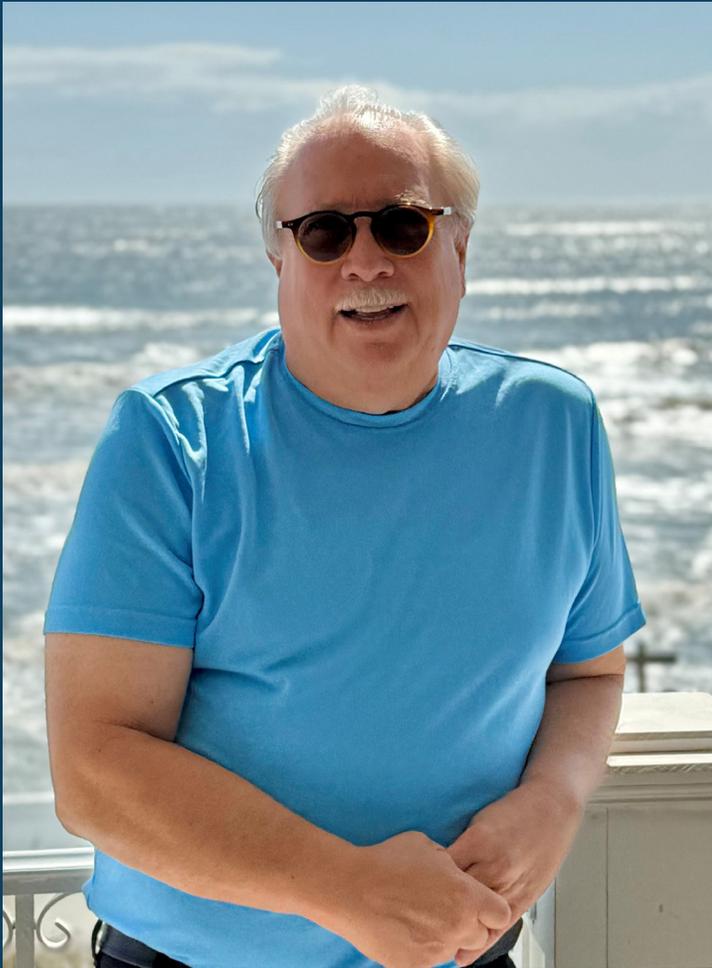
Non-Resident – 2 open positions (2 year term)

Barry Hassett
Elizabeth LaCombe
Mary McVeigh
Troy Skidmore
Cary Tolley

All candidate features and content are presented as submitted. No changes or alterations have been made. Candidates are listed in alphabetical order; resident candidates first, then non-resident candidates.

**2-year term candidates are Class of 2026*

RESIDENT CANDIDATES



Gary Deluca



Please provide a brief resume of yourself:

As a former CEO and current Corporate Strategist, I have extensive experience in product development and business leadership, overseeing multiple product lines for automotive diagnostic companies, Autel North America, and Autel Energy. As the founder of Autel North America, I've been crucial to the company's rapid growth, leveraging 50 years of industry knowledge and strategic insight. My expertise has guided Autel's adaptability in evolving markets, and I serve on the board of directors for Autel Intelligent Technology Corp., Ltd.

Please state your professional/volunteer experience relative to this Board position:

My extensive experience in leadership, product development, and community education would be a tremendous asset to a POA board. I have dedicated much of my time throughout my career to volunteering in the automotive industry, traveling the world teaching diagnostic classes to support aspiring automotive technicians and industry professionals alike. My passion for education and expertise in automotive diagnostics have led me to create engaging and accessible learning experiences and network with people from all walks of life. My background in managing multiple product lines, problem-solving, and steering a company through significant growth displays my capacity for strategic planning and resource management for effective decision-making – all critical skills for overseeing a community's needs.

Please share how you discovered Fripp and a brief history of your property ownership experience:

As a former native of New York, I had never heard of Fripp Island until my two brothers had purchased investment properties here in 2006. It wasn't until my first family vacation to Fripp in 2007 that I quickly fell in love with its natural beauty, sense of community, and relaxed atmosphere. Drawn by the island's unique southern charm and friendly residents, I purchased a home here in 2013 as a peaceful retreat and a place to create lasting memories with family and friends. With no previous intentions of leaving New York, my wife and I eventually permanently moved down to Fripp and became full-time residents, as we could not stop thinking of seeing ourselves anywhere else. My time here has deepened my appreciation for the island's natural surroundings and the value of a well-maintained, welcoming resort-style community.

Why are you running for the FIPOA Board?:

I am running for the FIPOA board to contribute my expertise in leadership, community-building, and strategic planning to benefit Fripp Island. As a property owner for over twelve years, I value the island's natural beauty and unique character, and I'm committed to preserving and enhancing these qualities. My background in business growth and volunteer teaching has prepared me to address challenges with a thoughtful and collaborative approach. I am eager to foster transparency, support efficient operations, and help ensure Fripp Island preserves the charm, experiences, and well-managed place for all residents and guests.

What do you think will be the major issues to be addressed by the FIPOA Board moving forward?:

To effectively address POA issues, I will first ensure that the complete scope of each issue is fully understood before initiating any action or recommendations. This approach allows us to tailor our solutions specifically to the identified needs, taking into account all contributing factors. By gathering comprehensive information about each issue's severity, I can suggest targeted solutions that address root causes and ensure long-term resolutions. For high-severity issues, I can help prioritize urgent action while still following a thorough investigative process to mitigate immediate impacts and prevent recurrence. Regular follow-ups must be scheduled to verify the effectiveness of implemented solutions and make adjustments as needed to succeed. This structured approach ensures that every issue, regardless of its complexity, is resolved in a way that promotes stability and efficiency across the organization. I'm here to help the POA's team, if elected, to move forward as needed.

Are there any committees, in particular, that you would have an interest in?

Finance Committee, Roads, Drainage and Bridges Committee

Please Explain

My strongest attribute is getting things done within a timely matter. I believe I could help any of these committees. One person cannot make immediate changes. It takes the right team to work together to make the correct decisions to move forward.

[Click here to see the full bio and Town Hall Answers online](#)



Heather Pickens



Please provide a brief resume of yourself:

Admittedly on the financial front I have no experience. But I have started multiple companies in the last 20 years – albeit all animal related. I know how to run a business and I know how to keep consumers happy.

Please state your professional/volunteer experience relative to this Board position:

Since living on Fripp full-time, I have been the President of the deer preservation until I stepped down. I have served and continue to serve on the wildlife, environmental, grounds committee. I was on the wildlife management task force and contributed to writing that plan. I am on the yacht club board – while it is not necessarily relative to this position, I think it is important to mention because I have made sure to be a fixture in our community where we celebrate fun adventures and positive neighborly interactions. In complete transparency: I do get paid for some of my wildlife work, but on homeowner property I voluntarily assist with wildlife calls.

Please share how you discovered Fripp and a brief history of your property ownership experience:

My family and I discovered Fripp back in 2014 – when my mother told me that she thought that Fripp Island would be a place where I could relax and feel closer to nature. At the time, my husband hated the beach and dislike visiting any coastal community. Within the first few days of being on Fripp Island, we all agreed that this was somewhere that we wanted to visit as often as possible and purchase a home as soon as we could make it financially feasible.

Why are you running for the FIPOA Board?:

As a homeowner, and as an independent contractor on Fripp Island, and as a lover of the wildlife and the beauty and importance of human/wildlife interaction, I want to represent my home and a place that I find solitude and being present here on Fripp with our residents, guests and wildlife.

What do you think will be the major issues to be addressed by the FIPOA Board moving forward?:

I genuinely have no complaints with our current board – I would like to continue to enforce transparency and representation of all residents.

Are there any committees, in particular, that you would have an interest in?

Election Committee, Roads, Drainage & Bridges Committee, Shoreline Committee, Wildlife, Environment & Grounds Committee, Strategic Planning Task Force

Please Explain

I would love to continue to represent our wildlife here on Fripp Island. I would also love to contribute to finding the most qualified candidates to work here on Fripp and represent our POA. As stated before, I value complete transparency, and would not bring much to the table in regards to finance and accounting.

[Click here to see the full bio and Town Hall Answers online](#)



Tom Rubenstein



Please provide a brief resume of yourself:

I graduated from the United States Naval Academy in 1978. For the next 32 years I served as a U.S. Navy Nuclear Submarine Officer retiring in 2010. While serving in the Navy, I commanded USS LOS ANGELES (SSN 688), was the Operations Officer for the US 7th Fleet, Commanded the NROTC Unit at Virginia Tech, ran various large and small projects for the Navy/Armed Forces, and worked on various ships, submarines and staffs around the world. I have undergraduate degrees in Chemistry/Chemical Engineering and along the way, picked up a Master's Degree in Accounting. I work for Westinghouse, previously leading large engineering, procurement, equipment installation, testing, and operating teams for large new build Nuclear Power Plant construction and repair projects. I currently support Westinghouse new build projects as a consultant. At various times I have been a certified Project/Program manager, licensed Professional Engineer, Lean/Six Sigma Black Belt, Licensed Nuclear Operator and a boat load of various Navy Qualifications. I also took and passed the CPA exam in the 90s but have never worked as a CPA.

Please state your professional/volunteer experience relative to this Board position:

While living in Blacksburg, VA, I served as the President of the Wyatt Farm HOA for 5 years. We completed several major projects to better the neighborhood. (1) Completely revised the HOA bylaws and covenants and obtained 90% of the homeowner's approval of all changes. (2) Worked with the City/County Government, a large Church, several businesses,

apartment complexes, and neighboring HOAs to redesign and repair a failing dam and correct drainage issues on community property. The \$200,000 repair cost the HOA \$7,000. (3) Organized a committee of homeowners to research, plan, purchase and install a playground that exceeded all state and local safety requirements. (4) Convinced the subdivision builder to build (and pay for) a large picnic shelter in a common area of the subdivision. While working at Westinghouse in Pittsburgh, I served as the treasurer of the Stone Mansion HOA for 6 years.

Please share how you discovered Fripp and a brief history of your property ownership experience:

I first visited Fripp Island in the late 1960s when my father was a Drill Instructor at Parris Island. Since that first visit, we vacationed at Fripp periodically -- when I was stationed "close" to Fripp Island. During vacations, Deb, and I fell in love with Fripp and were lucky to move here permanently in August 2018. Even today when we get stuck on the bridge during check in day, we talk about how special it was (is?) to look at Fripp Island as your family is waiting and excited to reach your vacation home. I want to preserve the chance at that feeling for future generations.

Why are you running for the FIPOA Board?:

I love Fripp the way it is but believe we can do a better job running and maintaining our island. I am very good at building a team and convincing folks to work together and get things done. I believe I have technical, project management, and budgeting skills that could help resolve some of our problems.

What do you think will be the major issues to be addressed by the FIPOA Board moving forward?:

1. Safety. Safety must be our number one concern and focus. As we conduct any business (or make decisions) on Fripp Island, safety must be the first priority simply because it is the right thing to do. Everyone who crosses the bridge onto our island should expect the FIPOA, FIR, and FIPSD are working together and doing everything possible to ensure Fripp Island is safe and they will leave as they arrived ... just happier. Alligators on the beach, coyotes, wildlife awareness, island access, and storm water management are all safety issues that must be solved. Unfortunately, failure to recognize the safety implications of these issues and act accordingly has resulted in our failure to solve these and many other island problems.

2. Budgeting/finance. We must develop a longer term (three to five-year) budget that projects and includes our preventive and corrective maintenance items, cost increases due to inflation, the cost of future capital projects and the associated maintenance and upkeep of those projects. Yearly budgeting does not support short term planning much less a true strategic plan. Because we do not develop comprehensive long-term budgets, we do not accurately project operating and maintenance costs. The end result is our inability to project our funding needs and assessments. As a result, we use special assessments to maintain our reserves and fund routine maintenance/repairs.

3. Problem solving. We need to be better at identifying a problem, developing a plan of action, and taking actions to solve the problem. We spend too much time admiring our problems until the problem becomes overwhelming and is an immediate safety concern. Studying a problem and developing the perfect plan late while taking no action is costly and doomed to fail.

4. Community relations. We need to do a better job communicating with FIPOA members and have the ability to communicate safety issues to all guests and visitors on the island. Similarly, FIR and FIPSD must be involved and aligned with us as we determine the future of Fripp Island. Ideally, FIR and the FIPSD should have a seat at the table and provide input during all board meetings and discussions as we move forward.

Are there any committees, in particular, that you would have an interest in?

Roads, Drainage & Bridges Committee, Strategic Planning Task Force, Shoreline Committee

Please Explain

These committees best align with my skills. I could also serve on the Finance Committee.

[Click here to see the full bio and Town Hall Answers online](#)



Gayla Thomas



Please provide a brief resume of yourself:

32 years in the health care and education field. Skills included daily critical decision making, precise record keeping as well as training of new team members. Communication and precise knowledge skills in the field of cardio-thoracic surgery, open heart and life saving skills were vital.

As manager of healthcare records and statistics, established the electronic health record use, programmed such and trained all providers in a large public school district. Maintained statics regarding immunization status of 17,000 students annually, as well as maintained illness trends, plus 3,000 district staff members. Held the position of electronic technical assistance/consultant for 30 plus schools in the district and educated all staff annually as well as all hires into the Healthcare department, including substitutes. Annual entry of all immunization records as well as year end statistic reports to the state Department of Health and the CDC Trouble shooting all aspects of the daily records for 30+ school settings on an ongoing process during the school year, summer school sessions and camps or field trips. Communication, education, computer skill and knowledge, record keeping and statistical analysis were required.

Please state your professional/ volunteer experience relative to this Board position:

A firm foundation relative to volunteer board positions, was gained by serving years on the FIARB. One year as board member, followed by one year as Vice Chairwoman and two plus years as Chairwoman. Working with members of the community, homeowners as well as the contractors, architects and planners.

HOA Vice-President of previous home community. President of the community private swim club. Board member and one term President of private preschool of 500+ preschool aged children.

Please share how you discovered Fripp and a brief history of your property ownership experience:

In the late 1980s we were invited to join a former coworker from Ohio to vacation with three families on Fripp. It was a great introduction and we fell in love. Continued to vacation here as we married and had our family. Our oldest son was married on the beach and as we slowly had celebrations, we got more extended family from Missouri, Illinois, Ohio and Texas to join us. We purchased a home in 2018 as a second home and within 6 months had retired from our jobs in St Louis, sold our primary home and relocated here. Now we have large family vacations annually in multiple homes to share a week or more together in paradise.

Why are you running for the FIPOA Board?:

I hope to continue my service to the property owners thru meeting their expectations of leadership and forward actions toward the needs of the community. Fripp is our forever home and we have built our age in place house here to meet our future needs. I hope to help in steady forward momentum, and improvements of Fripp Island as a visitor destination of beauty surrounded by the natural resources we provide, as well as a place more feel pleased to call home.

What do you think will be the major issues to be addressed by the FIPOA Board moving forward?:

1 Our front of island protection projects should be first and foremost in every directors mind, as it will be in mine, if elected.

2 Additionally, we need to make necessary improvement to areas such as roads and drainage by sound measures and soundly funding those needs, without extraneous expenditures.

3 FIPOA and FIR must have a working relationship in the best interest of the overall life on Fripp Island.

4 Leadership of FIPOA needs to be improved upon in areas of following bylaws, or appropriate changing and updating the bylaws. There needs to be closer appliance with Code of Conduct and actions if needed for breaching conduct expectations. Addressing community/property owners requests or inquiries should be welcomed.

5 Our beaches, dunes and wildlife need to be not only protected, but addressed positive and ongoing to meet the best overall balance and improvements, such as dune fencing, protection of nesting birds and other wildlife habitats.

Are there any committees, in particular, that you would have an interest in?

Roads, Drainage & Bridges Committee, Wildlife, Environment & Grounds Committee
Shoreline Committee

Please Explain

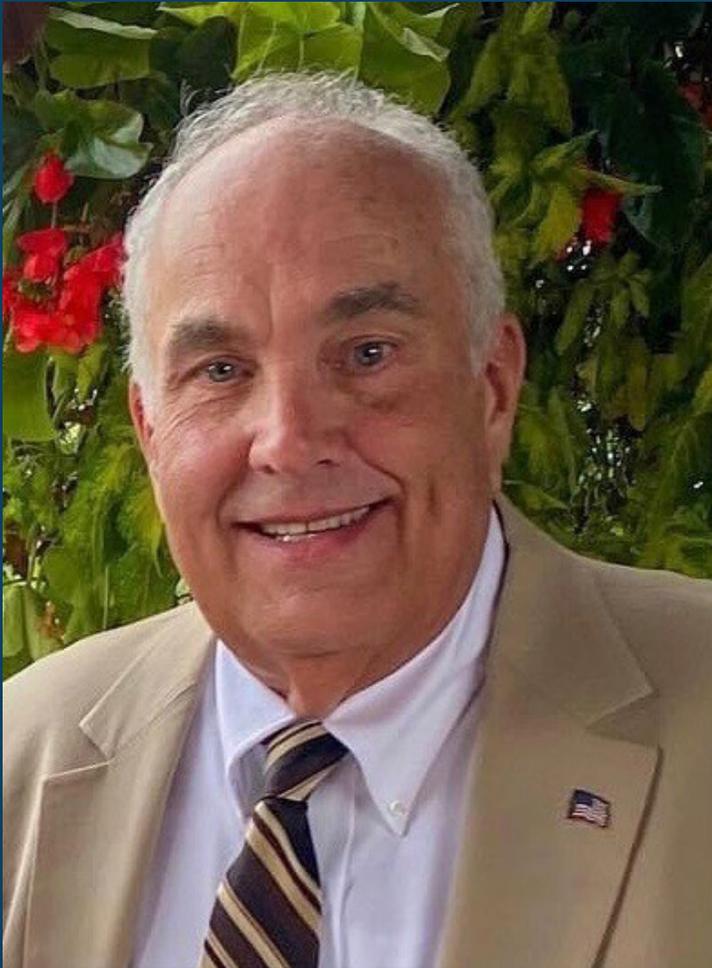
By nature, I prefer hands on, eyes on, and feet and hands in the sand or dirt, with fondness for the natural areas around us. I am capable of working with numbers, strategies, regulations but feel my calling better applied to the outdoors.

[Click here to see the full bio and Town Hall Answers online](#)



NON-RESIDENT CANDIDATES





Claude "Skip" Shriver



Please provide a brief resume of yourself:

Attended Kent State University and Pittsburgh Institute of Mortuary Science. Retired after 48 years in the Funeral Profession; owned and operated two funeral homes. President of the Board of Directors, Canton Cemetery Association. Married for 45 years to my wife, Linda; we have three children and 7 grandchildren.

Please state your professional/volunteer experience relative to this Board position:

Currently serving on the Architectural Review Board for the FIPOA (since October of 2021). For the last 2 years, chairperson of the FIPOA Appeals Committee. Formerly served on FIPOA Roads, Drainage and Bridges Committee for 2 years. Formerly served on FIPOA Community Involvement. Former Treasurer of Canton Association of Churches. Past Memorial Chairman American Cancer Society. Past president of Trinity Lutheran Church Council. Served on finance committee for Christ Presbyterian Church. Served on Pro Football Hall of Fame Transportation Committee.

Please share how you discovered Fripp and a brief history of your property ownership experience:

We owned a home on Kiawah Island prior to coming to Fripp. After first visiting Fripp in 1999, we fell in love with it immediately as I know many have done. We purchased our first home in Sawgrass and subsequently built our present home in Quail Cove. Our family has enjoyed many good times on Fripp. My daughter was married here in April of 2021, which will be one of the most memorable events in our family life...it was beautiful beyond words. We now enjoy sharing this island with our seven grandchildren and are busy creating memories for all of them to enjoy.

Why are you running for the FIPOA Board?:

After attending my first POA meeting I was concerned as to the “secret” of salaries. When I asked about it, I was more or less told to sit down as they did not have to provide that information. I believe the idea of sharing how funds are spent is vitally important to gain the trust of those providing the funds. Popular opinions demonstrate this is still a very huge concern with many owners. I feel I can be of a benefit to add an attitude of openness and integrity to the board as I’ve tried to do for the past three years. As aboard member one needs to do what is right all of the time, not by what the status quo thinks is right. Character is invisible until someone sees it, and I feel that there are many owners who want change. I would like for the board to have the self-integrity, honesty and character to do the right thing for the members all of the time. There should not be any hidden agendas. As a board, respect and appreciation for all owners should be #1. I am a people person and have in the past been successful in solving conflict. As long as all parties are reasonable and share the same expectations of the project, I will help get the job done. While serving on this current board I have always voiced my opinion for the absolute need of complete openness with our community. Any decision to be made must be evaluated as to its benefits to the property owners. As some of you have witnessed, it is my nature to speak up when I feel the property owners are not being represented fairly or when there is information being withheld that should be shared with the community.

What do you think will be the major issues to be addressed by the FIPOA Board moving forward?:

For the most part, the board activity should be an open book with some exceptions obviously for legal or personnel issues. I feel there is still a lot of concern with regard to the transparency of procedures and the follow through of what is promised. This has been an ongoing concern for many. I think there is a definite need to reestablish trust with owners. It will take the right combination of board members to make this happen. Of utmost importance is the area of erosion and drainage concerns of our island. That being said the major problem facing us right now is the front of the island erosion. This needs to be on the front burner of importance for repair or no one will be traveling to or from our island. The need to keep people with the right expertise in these areas and to seek other experts as needed is vitally important so funds are allocated and spent properly for the successful completion of this project.

Are there any committees, in particular, that you would have an interest in?

Appeals Committee, Roads, Drainage & Bridges Committee, Shoreline Committee

Please Explain

I have enjoyed serving on the Appeals Committee for the last two years. We have given support to our security staff for the collection of fines. The overall benefit to our visitors and those who have received violations has been enhanced to allow them to pay a lesser fine, which in turn has provided the POA with a better collection success rate. During my first two years on the Board I was on the Roads, Drainage & Bridges Committee. I have the time necessary to be on site with Mr. McCarter, when necessary, to provide information to the committee and its chair. This hands-on exposure is crucial to be able to report to the Board of the areas of concern, so proper and effective decision-making can be made.

[Click here to see the full bio and Town Hall Answers online](#)



Franck Sogaard



Please provide a brief resume of yourself:

Franck is a highly accomplished executive having served as Chief Executive Officer, President and Chief Sales and Marketing Officer in global roles for industry leading consumer packaged goods companies, including Berkshire Hathaway, Newell Brands, Jarden Corporation, and Maytronics. Franck's career has been distinguished by his setting and achieving aggressive goals while leading high performing teams which have consistently resulted in increased revenue, margins, market share and profits. Today, Franck is the President of Maytronics Americas, EMEA and APAC, and Chief Revenue Officer for Maytronics Ltd., the global leader in robotic cleaning solutions for the pool industry. The company employs more than 2,000 people and is publicly traded on the Tel Aviv stock exchange in Israel. Franck is responsible for several companies within the Maytronics group, located in the USA, Spain, Germany, France, Israel and Australia. Franck also serves as Chairman of the Board for ECCXI, an e-commerce company acquired by Maytronics in 2022. On a personal level, Franck graduated from Marine Officer School in Norway and served as a Marine Officer and played competitive soccer in Europe, prior to attaining an undergraduate degree in Business Administration from the College of Charleston. He subsequently obtained his International MBA from the prestigious Darla Moore School of Business at the University of South Carolina graduating Magna Cum Laude. Franck is married and has four children. In his leisure time, Franck enjoys spending time with his family and volunteering his time to serve people in his church and community.

Please state your professional/volunteer experience relative to this Board position:

Franck has served in various roles on property owner associations, always with the intent to fairly represent the interests of the property owners and be solutions oriented when complex issues arise. He has formal negotiation training and has extensive negotiations experience in business.

Please share how you discovered Fripp and a brief history of your property ownership experience:

My wife and children have vacationed on Fripp Island for the past 17 summers and we have many fond memories from the island. We finally purchased a home on the island in May 2023 and we take every opportunity to spend time on the island as we live less than a 3 hour drive away on Lake Murray. We have owned properties in South Carolina, Georgia and Norway. Some of those properties have been in gated communities with POA goals similar to those of FIPOA.

Why are you running for the FIPOA Board?:

My wife and I plan to retire on Fripp Island in the future, so we have a vested interest to get involved in the POA and contribute to the community. I also want to help the FIPOA manage the relationship with Fripp Island Resort, as the new ownership bring both opportunities and challenges for the FIPOA to navigate.

What do you think will be the major issues to be addressed by the FIPOA Board moving forward?:

1. Ongoing improvements of the infrastructure and operations of FIPOA: I would like to advocate for needed improvements and find creative solutions to how these will be funded and managed.
2. Establish a mutually beneficial collaboration with Fripp Island Resort, built on trust and partnership: The FIPOA is facing a very different mindset and approach with the new FIR ownership and management, compared to prior owners. This change requires the FIPOA board to calibrate its affairs and relationship management. I believe that I can contribute positively to the new environment we operate within, whether it is building relationships or negotiating agreements which will be mutually beneficial for FIR and FIPOA.

Are there any committees, in particular, that you would have an interest in?

Strategic Planning Task Force

Please Explain

I would be happy to serve where needed, but I take particular interest in strategic planning as this is something I do for a living in C-suite roles.

[Click here to see the full bio and Town Hall Answers online](#)

NON-RESIDENT CANDIDATES

TWO-YEAR TERM



Barry Hassett



Please provide a brief resume of yourself:

I am a seasoned medical device and biopharmaceutical healthcare executive with more than 25 years of experience in marketing, market access, sales, and regulatory affairs. This experience includes a variety of market sectors in business-to-business and direct-to-consumer settings. I have a broad skill set that addresses the requirements for numerous roles and a successful history of developing and meeting strategic objectives. I have managed global businesses and teams, including full P&L responsibility for business portfolios up to \$300M. Beyond my 'big picture' responsibilities, I have led key project teams including establishing objectives, defining tactics to achieve those objectives and implementing plans to successfully execute on those plans.

Please state your professional/volunteer experience relative to this Board position:

Outside of my professional experience, my volunteer experience is somewhat limited. However, I chaired our neighborhood landscape committee for five years (during our twenty-five year residence). During that time I was responsible to oversee the ongoing maintenance of our front entrance, common areas, pool and tennis courts. The neighborhood also has five retention ponds that required annual maintenance to manage storm runoff and drainage. That five-year run also included a one-time project to revamp our front entrance, including hardscape, landscape, lighting and signage. In addition to my neighborhood work, I served a two-year term as President of our high school lacrosse booster club. Responsibilities in that role included collaborating with our Athletic Director to hire a new head coach and running annual fundraising and spending for uniforms and travel.

Please share how you discovered Fripp and a brief history of your property ownership experience:

When my first daughter was born in 1991, we started a family tradition of spending a week at the beach to unplug and unwind. While we originally went to the gulf coast of Florida, my wife discovered Fripp when my children were in middle school (mid 2000s) and we started to include Fripp in our rotation of beach locations. When we finally decided to buy our own beach place, Fripp was the ideal location for us because of its commitment to preservation and wildlife, it's 'off the beaten map' location, its lack of over development and its proximity to Atlanta which is our permanent residence. We started to look in October 2020, purchased our home in early 2021 and now have four generations of family enjoying life on Fripp.

Why are you running for the FIPOA Board?:

My wife and I ultimately plan to retire to Fripp. Because of that long term commitment and the open issues that have long-term implications for the island, I believe that I have a skill set needed to address those issues that will impact Fripp for years to come.

What do you think will be the major issues to be addressed by the FIPOA Board moving forward?:

I see three key issues that require immediate and focused attention.

1. Shoreline and erosion. Access to the island, preservation of the shoreline, enhanced drainage and protection of homeowners' investments require immediate attention AND action before additional damage is done which would ultimately require even greater resources. Significant work has been done to date, but agreement on final plans and implementation of those plans must be a priority for FIPOA.

2. Improvement in communication and collaboration with Fripp Island Resort. The resort provides services and amenities that many of the homeowners enjoy and generates revenue that supports the availability of those services and amenities. A strong working relationship will ensure that both the island homeowners and the resort continue to flourish.

3. Long-term financial planning. A thorough review of the short and long-term budgets is needed to ensure the revenues are adequate to support needed services as well as the potential for disaster/unplanned expenditures

Are there any committees, in particular, that you would have an interest in?

Shoreline Committee Wildlife, Environment & Grounds Committee Strategic Planning Task Force

Please Explain

I am particularly interested in the committees that do work that addresses the major issues that I identified above

[Click here to see the full bio and Town Hall Answers online](#)



Elizabeth LaCombe



Please provide a brief resume of yourself:

Attorney with 30 years of experience practicing employee benefits law (tax and ERISA). Currently serving as in-house counsel for T Rowe Price. In that role, I am responsible for all new products and services, including negotiating contracts with vendors such as Morningstar, SoFi, HSA Bank, Health Equity, etc., and I supervise three senior attorneys who support the Retirement Plan Services line of business. Profile on linked in: [https://urldefense.com/v3/_https://www.linkedin.com/in/elizabeth-a-l-b66007a?utm_source=share&utm_campaign=share_via&utm_content=profile&utm_medium=ios_app_;!!EVw9PLhwhfpc!cKkLFYvbU6kh-A1JYR1n44kl96B8V2lp-H2fcor57srooD7WoyPOS5Ncm9j3fclj9lLuXBE3YEpf7vSS3zuOovgT-xNjqw\\$](https://urldefense.com/v3/_https://www.linkedin.com/in/elizabeth-a-l-b66007a?utm_source=share&utm_campaign=share_via&utm_content=profile&utm_medium=ios_app_;!!EVw9PLhwhfpc!cKkLFYvbU6kh-A1JYR1n44kl96B8V2lp-H2fcor57srooD7WoyPOS5Ncm9j3fclj9lLuXBE3YEpf7vSS3zuOovgT-xNjqw$)

Please state your professional/volunteer experience relative to this Board position:

In 2010, I founded a nonprofit organization in Connecticut and served as Director (drafted by-laws, articles of incorporation, handled marketing/ community outreach and fundraising, recruited Board members, website development and oversaw all events) until I was able to transition this role to another member. While I will not be able to represent FIPOA in any legal matters, I can serve in a consultative role by identifying legal issues, suggesting a path forward and assisting with drafting communications.

Please share how you discovered Fripp and a brief history of your property ownership experience:

I found Fripp after searching for a place to take a family vacation in the summer of 2021. We fell in love with the island from the moment we drove over the bridge. We purchased 368 Ocean Point Drive in December 2021.

Why are you running for the FIPOA Board?:

Would like to assist the Board by timely identifying and vetting legal issues so as to ensure sound decision making. By doing this, the Board will be able to better focus on pressing issues that impact Fripp

What do you think will be the major issues to be addressed by the FIPOA Board moving forward?:

Suggest we need to implement a solution for the front end of the island and develop a go forward path (and communications protocol) with the resort.

Are there any committees, in particular, that you would have an interest in?

Strategic Planning Task Force

Please Explain

Would like to serve on the strategic planning task force as I am interested in preserving the natural beauty of Fripp. In addition, we need to make sure that our relationship with the resort protects the property owners - regardless of whether they rent their properties on the island.

[Click here to see the full bio and Town Hall Answers online](#)



Mary McVeigh



Please provide a brief resume of yourself:

I have run Purchasing departments for Tier One suppliers to automotive. Currently run a commodity group at Ford Motor.

Please state your professional/volunteer experience relative to this Board position:

Zero experience on this board but currently on a board for my COOP in NYC.

Please share how you discovered Fripp and a brief history of your property ownership experience:

My parents lived on Skidaway Island, when I was able to invest in a low country property - I loved the nature, island is a bit less pretentious, and its a destination (you don't just pass through).

Why are you running for the FIPOA Board?:

I should get involved.

What do you think will be the major issues to be addressed by the FIPOA Board moving forward?:

I think the board is under immense pressure because not many go to meeting but many express dissatisfaction in social media (Next Door, etc.). No specific priorities in mind, but I bring a degree of professionalism as well as view for all we represent.

Are there any committees, in particular, that you would have an interest in?

Finance Committee

Please Explain

Would like to serve on the strategic My best contribution would be with Finance because that has been my career.

[Click here to see the full bio and Town Hall Answers online](#)



Troy Skidmore



Please provide a brief resume of yourself:

I have been given the unique opportunity to work in a variety of rolls and departments over my 14 plus years of service at Encore Wire Corporation. I have lead departments from ranging from Operations, Sales, Quality Control, Research and Development and my longest tenure being in Human Resources. Today I lead the Raw Materials, Technical Operations and Logistics teams for our \$3.5 Billion business. This journey from the shop floor to the executive suite has come with many challenges and triumphs that have resulted in a great number of growth opportunities for me. Today my specialty and what I find fulfillment in is eliminating hurtles. Over the course of my career I have developed a unique skillset to swiftly deal with unnecessary road blocks, correct frustrating situations with simplification, and work alongside leaders to rally the masses into becoming early adopters rowing in the same positive direction. I am excited to now be an official member of the Fripp Home Owners Community and want to help protect the unique beauty and magical essence of the Island my family has come to love while also moving forward with the correct restoration and development projects to ensure the Island stays relevant and fresh.

Please state your professional/volunteer experience relative to this Board position:

Church and civic involvement is a high priority to me and my wife. Over the year I have served on many boards and volunteer programs. Here are a list of a few for example: The CJ Cup Byron Nelson Golf Tournament - Board Member Baylor Scott & White Health - Board Member McKinney Texas Chamber of Commerce - Board Member McKinney Young Professionals - Chair YMCA of McKinney - Board Member Meals on Wheels of Collin

County - Board Member McKinney Education Foundation - Board Member You can find a full list of my relative volunteer experience on my LinkedIn profile here:<https://www.linkedin.com/in/troy-skidmore-941a71112/>

Please share how you discovered Fripp and a brief history of your property ownership experience:

My whole life I have had a pet peeve with travel; I do not like to visit any vacation destination more than once. But there is a certain magic to the beauty, relaxed pace, sense of safety, and southern hospitality found on Fripp that has us returning every year since we first visited in 2018. We have been coming for one or two trips a year with close family friends who own a home on Tarpon.

Why are you running for the FIPOA Board?:

Since that first visit, we have dreamed of one day buying a home on the island to share and make memories with our family, friends and anyone who needs a little rest and relaxation. Once we heard all the exciting details of the upcoming investment and development planned for the island, we knew we had to get a house before we could not afford to own one in our favorite spot. I am interested in understanding more of the details about the development of the island and helping to preserve the uniqueness of the island while helping it grow in a sustainable way that benefits new investors and long term residents alike.

What do you think will be the major issues to be addressed by the FIPOA Board moving forward?:

I am not sure of any specific major issues that need to be addressed. If there are any, I would like to understand them and help find swift and beneficial resolutions that can be agreed upon by everyone. I am sure there are great ideas and people ready to work together to tackle any issues that come up.

Are there any committees, in particular, that you would have an interest in?

Appeals Committee Shoreline Committee, Strategic Planning Task Force

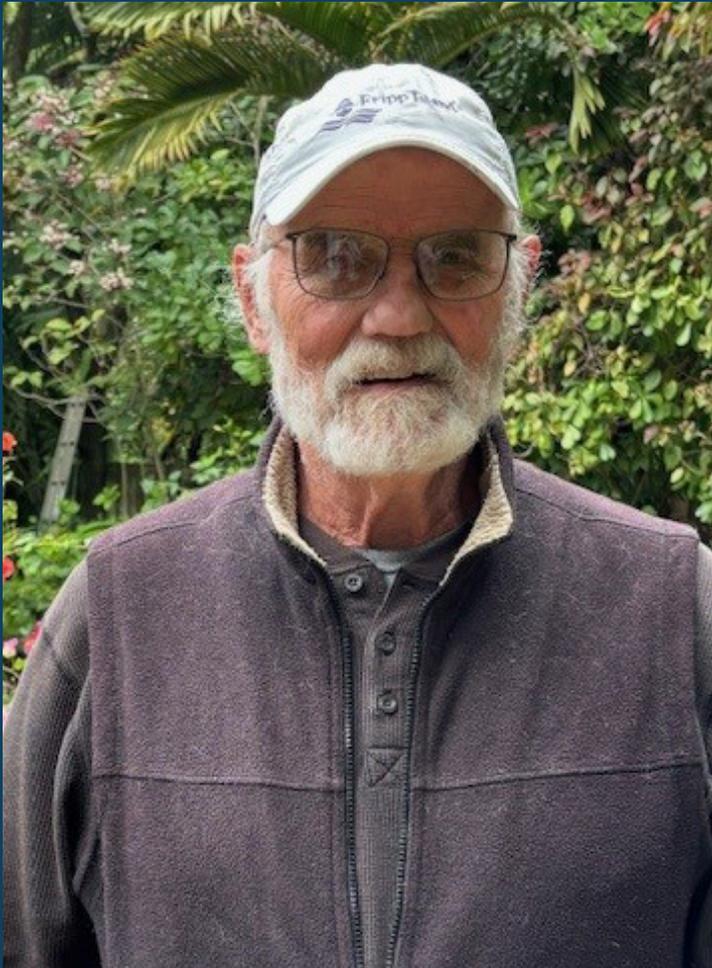
Please Explain

Appeals Committee - This probably aligns with my background in HR. If someone has a need or complaint, we can listen, learn and decide on the best path forward.

Strategic Planning Task Force - I am always looking down the road to what is next and how are the actions we take today going to effect where we are going. I want to help be a voice to set vision and ensure we are executing a plan in a organized and logical manner.

Shoreline Committee - My property sits on top of the shoreline. As such I feel the worries of everyone who has a property that could be effected by a deteriorating shoreline. I would like to be involved in efforts focused around ensuring the shoreline is maintained and enhanced so families can continue to visit and enjoy all the island has to offer.

[Click here to see the full bio and Town Hall Answers online](#)



Cary
Tolley



Please provide a brief resume of yourself:

I have had a home on Fripp since 2007. My residence currently and for the foreseeable future is in Miami Florida. I spend 4-6 months on Fripp yearly. I feel compelled to run for the nonresident seat for primarily one reason. I find it completely unacceptable that the POA and the FIR do not have a thriving and consequential relationship. There is no doubt that each of these entities has a compelling common interest that should be growing and vibrant. Recent indications are this is not the case. I would commit my time on the board to work hard to change this.

Please state your professional/volunteer experience relative to this Board position:

My professional and volunteer leadership positions should give me relevant experience. My law career spans 49 years. I was a USNR Jag officer at NAS Jax for three years, 1975-78, where I was the principal legal advisor to the CO of the air station. I have practiced with an international law firm for 44 years where I managed the firm's New York Office for 16 years, the firm's tax practice for 15 years and served on the firm's management committee several times over my career. I know how to work with colleagues to get consensus decisions made.

VOLUNTEER EXPERIENCE

My volunteer work during my career included serving on the governing boards of the national Presbyterian Church USA Foundation, the New Covenant Trust Company owned by the church, and the Presbyterian Investment Loan Corporation also owned by the church. Again, service on these boards certainly developed my consensus building skills and problem solving skills.

Please share how you discovered Fripp and a brief history of your property ownership experience:

Our home is located at 704 Yellow Perch. Our adult children and grandchildren are regular visitors to the island. When we lived in Ct. and I worked in Manhattan we used to vacation with our kids in the Abacos which is a less developed part of the Bahamas. Boating and fishing and beaches were our pastimes. We loved the remoteness but soon realized as our kids became adults that gathering there would become increasingly difficult. We stumbled into Fripp as a stateside proxy for what we loved about the Abacos. Not fancy, private and beach and water focused. And we love our little version of Savannah in Beaufort.

Why are you running for the FIPOA Board?:

At this stage of my life I want to use my experience to assess the issues between the FIR and the POA. I would hope to work on creating a constructive path forward for our two organizations.

What do you think will be the major issues to be addressed by the FIPOA Board moving forward?:

We need our property owners to understand that doing the right things on the island for the long term may mean increasing our financial commitments to our POA. I feel strongly that all property owners have a vital vested interest in a sound and vibrant resort. That interest exists whether an owner joins the resort or not. At the same time, FIR does not exist without our property owners.

My hope would be to focus my board time on assisting in the development of a healthy current and longer term plan of cooperation between the POA and the FIR. Any existing agreements between the POA and the FIR are likely outdated and need to be reset with our common current and long term goals in mind.

Are there any committees, in particular, that you would have an interest in?

Strategic Planning Task Force

Please Explain

[Click here to see the full bio and Town Hall Answers online](#)

ONLINE Q&A

All candidate features and content are presented as submitted. No changes or alterations have been made. Candidates are listed in alphabetical order; resident candidates first, then non-resident candidates full-term, then non-resident candidates two-year-term.

Online Q&A

Questions for Candidates – 2024 Election

1. What do you believe is the best way to communicate with homeowners and how would you decide what should & shouldn't be communicated?
2. “Organizations may utilize a variety of structures to conduct their work. Some rely most heavily on task forces which are formed to carry out specific projects. Others are committee heavy with long-term members and ongoing responsibilities. And then there are organizations that hire an HOA/POA management company to manage BOD approved activities. What organization structure modifications, if any, would you recommend?
3. Second Homeowners pay a higher property tax rate than full time residents. Would you support considering this higher property tax liability when calculating Annual Assessments for property owners? Please explain your position.
4. The Security Contract is a significant portion of the POA budget. Do you believe that contract should be put out for bid when the contract is up for renewal?
5. Contractor hours are currently 7:30 am to 7:00 pm. POA parks, example, Davis Love and Hannah, close at sunset. Do think the contractor hours should be modified?
6. Please comment on whether you agree with the amended Board Resolution 566 clarifying Home-Based Businesses. (See attached or click here for link)

The candidates also answered all of the Town Hall Questions, and you can find those [linked here](#).

ONLINE Q&A

GARY DELUCA

1. What do you believe is the best way to communicate with homeowners and how would you decide what should & shouldn't be communicated?

The best communication methods with homeowners should be through a multi-channel approach. Email newsletters, community website & portal, social media platforms, physical mailings, monthly in-person community / Zoom meetings, and text alerts for urgent matters. The key to effective communication is consistency, transparency, clarity, and relevance. Gathering feedback from homeowners about their preferred communication methods and topics of interest can also help tailor communication strategies to serve the community better.

Topics that should not be communicated are sensitive or confidential information (including legal matters, personal information about residents, or any ongoing negotiations) and speculative or unconfirmed news (avoid sharing rumors or unverified information that may cause concern amongst homeowners).

2. "Organizations may utilize a variety of structures to conduct their work. Some rely most heavily on task forces which are formed to carry out specific projects. Others are committee heavy with long-term members and ongoing responsibilities. And then there are

organizations that hire an HOA/POA management company to manage BOD approved activities. What organization structure modifications, if any, would you recommend?

Although I have never served on a POA Board in the past, I believe regular reviews and community feedback would be essential to ensure the structure remains aligned with the evolving needs of Fripp Island.

Seeking professional advice on POA projects that the board is not knowledgeable on is only natural to make logical and precise decisions.

3. Second Homeowners pay a higher property tax rate than full time residents. Would you support considering this higher property tax liability when calculating Annual Assessments for property owners? Please explain your position.

Annual Assessments (POA dues) should reflect the actual cost of maintaining and improving Fripp Island with the proper reserves, divided equitably amongst all property owners based on property ownership, not tax liability. Property taxes (of which about 85% do not help fund Fripp Island, homestead or not) are imposed by county & state governments and are separate from the costs and responsibilities managed by the POA.

4. The Security Contract is a significant portion of the POA budget. Do you

believe that contract should be put out for bid when the contract is up for renewal?

both individual homeowners and the community.

Conducting a monthly performance audit and assessing current security needs is a strong and proactive approach to evaluating whether the Security Contract should be renewed or put out for bid when the contract is up for renewal. A monthly audit promotes accountability, ensures service quality, and provides a clear framework for deciding whether to renew or seek competitive bids. This approach keeps the community's safety and budgetary concerns at the forefront of decision-making.

5. Contractor hours are currently 7:30 am to 7:00 pm. POA parks, example, Davis Love and Hannah, close at sunset. Do think the contractor hours should be modified?

Modifying contractor hours to end closer to sunset would improve safety, reduce disruptions, and better align with community standards. However, flexibility may be necessary to accommodate seasonal changes (more daylight in summer months, but not to exceed 6pm and/or sunset).

6. Please comment on whether you agree with the amended [Board Resolution 566](#) clarifying Home-Based Businesses.

I do not see any issue with the amended board resolution 566, which offers a reasonable and balanced approach to regulating home-based activities within Fripp Island. It acknowledges contemporary work trends while upholding the community's residential integrity, benefiting

ONLINE Q&A

HEATHER PICKENS

1. What do you believe is the best way to communicate with homeowners and how would you decide what should & shouldn't be communicated?

Through email and snail mail. I'm of the opinion that everything should be communicated.

2. "Organizations may utilize a variety of structures to conduct their work. Some rely most heavily on task forces which are formed to carry out specific projects. Others are committee heavy with long-term members and ongoing responsibilities. And then there are organizations that hire an HOA/POA management company to manage BOD approved activities. What organization structure modifications, if any, would you recommend?"

I think task forces and committees should be comprised of residents that have at least some background in what they choose to serve. I'm all for outside management companies should specific organizations feel that work would be best achieved through one.

3. Second Homeowners pay a higher property tax rate than full time residents. Would you support considering this higher property tax liability when calculating Annual Assessments for property owners? Please explain your position.

No. I think annual assessments should be the same across the board for each resident.

4. The Security Contract is a significant portion of the POA budget. Do you believe that contract should be put out for bid when the contract is up for renewal?

No. I see no reason why we wouldn't renew our contract with Security Management. I think SM, along with Chief and his staff are the most hands on and most efficient team we've had in my time as a homeowner (since 2017).

5. Contractor hours are currently 7:30 am to 7:00 pm. POA parks, example, Davis Love and Hannah, close at sunset. Do think the contractor hours should be modified?

I think contractor hours should either remain the same, or be modified for standard time and DST. When the sun sets at 5pm, I see no reason for contractor hours to continue 2 hours beyond that.

6. Please comment on whether you agree with the amended [Board Resolution 566](#) clarifying Home-Based Businesses.

Yes, I agree with the amended resolution.

ONLINE Q&A

TOM RUBENSTEIN

1. What do you believe is the best way to communicate with homeowners and how would you decide what should & shouldn't be communicated?

First, we need to get more FIPOA members to attend BOD/committee meetings and other events. Few meetings top 100 attendees out of 2000+ homeowners, and homeowners ask few questions. The BOD oversight and input by members is extremely important and must be driven by interaction with members – not NextDoor. The best communications should be 1st person i.e. here is what I heard at the BOD, Finance, Wildlife, etc. meeting. We have a serious issue at the front of the island that will result in a significant special assessment and homeowner interest, attendance, and questions have only recently increased significantly and we have been discussing this issue since I purchased my home in 2018. I don't know -- offer lunch with the annual meeting or pizza with monthly meetings have a town hall where folks talk to the BOD -- but we need to get folks, going to meetings, paying attention, and asking questions.

Second, who is responsible for communications and what is the communications plan? I think the logical responsible board member is the Secretary with assistance from the GM and Communications coordinator. Do we

push information via email or provide links to our website? In my opinion, we have gotten worse on communications since 2019.

Third, make our website a first-class communication tool by professionally redesigning the site. Highlight and link new information (communications to the members) on the homepage. Sensibly organize information to make our website less clunky. (Side Note: our website should have a link with a question form on the home page.) Ensure all active and superseded items are clearly annotated.

Fourth, ensure all information is available on the website per the requirements of existing SC law (South Carolina's Freedom of Information Act (FOIA).) Release everything allowed by law (including salaries) except details on individual employees' performance.)

2. "Organizations may utilize a variety of structures to conduct their work. Some rely most heavily on task forces which are formed to carry out specific projects. Others are committee heavy with long-term members and ongoing responsibilities. And then there are organizations that hire an HOA/POA management company to manage BOD approved activities. What organization structure modifications, if any, would you recommend?"

Based on our inability to successfully plan and complete many projects, what we are doing is not working. I believe the FIPOA

should use all of the above methods to execute work. Committees and Task Forces can be valuable at attacking and solving problems. The FIPOA has significant talent that can and should be leveraged to solve our problems. The requirement to have two BOD members on every committee and Resolution #825 limits the usefulness of our homeowners outside the BOD to plan, execute, and track work. As a result, fewer homeowners are involved in the FIPPOA and significant talent and opinions are unused and undervalued.

3. Second Homeowners pay a higher property tax rate than full time residents. Would you support considering this higher property tax liability when calculating Annual Assessments for property owners? Please explain your position.

I am trying to understand how this is a problem for the FIPOA.

SC Act 388 of 2006 made major changes to South Carolina's property tax system. While most states (about 48 out of 50) have some form of homeowner's exemption for a primary residence, SC's is unique in its scope and target (school funding.) States and locales have different tax structures (state income tax, local taxes, sales, business, personal property, etc.) Some states tax military retirement and social security, some do not. Some states have high state income tax and some have none. Ultimately these advantages/disadvantages inform and help us make a choice where we want to live. As an example, Florida has no state income tax if someone owned a home on Fripp and in Florida there could be a choice

-- choose Fripp as your primary residence and pay state income tax but lower property tax or choose Florida and lose the SC homeowner's exemption on your Fripp home. You cannot physically claim two state residences.

The POA receives no benefit from property tax or the SC homestead act. Expecting the POA to compensate a group of homeowners who made a personal choice to buy a second home on Fripp makes no sense to me.

When I made the decision to move to Fripp I had a real estate agent who explained SC's tax law, FIPOA funding including an ongoing special assessment, how the resort worked, etc. I did research on various similar areas along the southeast coast. All of the existing rules and regulations were available for my review. And I chose to move to Fripp. I am looking for the POA to maintain the island per applicable documents. I do not believe the POA should be acting to support any specific interest group or fix items that were an obvious disadvantage in my decision making to move here.

4. The Security Contract is a significant portion of the POA budget. Do you believe that contract should be put out for bid when the contract is up for renewal?

While we may be happy with the security performance, failure to validate we are getting a competitive price is irresponsible. We should be loyal to subcontractors who have worked and supported us; however, the FIPOA is a business and needs to be run as such.

5. Contractor hours are currently 7:30 am to 7:00 pm. POA parks, example, Davis Love and Hannah, close at sunset. Do think the contractor hours should be modified?

An odd comparison. (1) POA parks close at night because they are not lighted and thus pose a safety issue to the users. (2) The commute to Fripp is long therefore contractors/workers need to maximize their working hours per day. (3) Decreasing the work day would extend the project completion timeline and the associated local noise, dirt and debris, construction vehicles, and impact to neighbors. (4) My observation -- contractors stop exterior work at sunset or 1900 whichever is earlier but will work until 1900/after sunset when completing interior work. I am not sure what problem we are trying to solve.

6. Please comment on whether you agree with the amended [Board Resolution 566](#) clarifying Home-Based Businesses.

Resolution 566 is an attempt to define a home-based business. I understand and agree with the intent but believe the execution is poor. (1) As written it applies to short-term rentals because there is no specific exclusion (Clearly, Beaufort County treats short-term rentals as a business so explaining why we are different makes sense.) (2) I think authorized personnel should be defined – who are they? (3) The enforcement paragraph is not actionable. (4) Amended Restrictions Article XII paragraph (B) would require this to be approved by a vote of the members. The resolution is long, wordy, and convoluted – it may clarify the issue but I had to read the resolution several times to understand it.

ONLINE Q&A

GAYLA THOMAS

1. What do you believe is the best way to communicate with homeowners and how would you decide what should & shouldn't be communicated?

Email blasts are the best way to communication to the property owners.

Weekly Friday updates are appropriate, but in addition there is a need for communication after Actions without a Meeting, or anytime decisions are made outside the public forum of Board meetings.

As a community, we were accustomed to regular communication from the GM often including board related issues and issues that involve or concern the property owners. I would support a return of such communication.

2. "Organizations may utilize a variety of structures to conduct their work. Some rely most heavily on task forces which are formed to carry out specific projects. Others are committee heavy with long-term members and ongoing responsibilities. And then there are organizations that hire an HOA/POA management company to manage BOD approved activities. What organization structure modifications, if any, would you recommend?"

I feel this is not the time to work on

changing the organizational structure, we have more pressing needs and work to do.

3. Second Homeowners pay a higher property tax rate than full time residents. Would you support considering this higher property tax liability when calculating Annual Assessments for property owners? Please explain your position.

I am not sure what this is asking. Does this mean we consider the higher tax rate already paid, as a avenue to charge those members higher yet assessment? I would not agree with such.

Or does this mean we would consider the fact that this group of property owners already pay a higher tax and we should offer a break? Again, I would not agree to this.

Simply a poorly defined question,

4. The Security Contract is a significant portion of the POA budget. Do you believe that contract should be put out for bid when the contract is up for renewal?

It is in our Bylaws to put the contract out for bid already.

I am not interested in changing the Bylaws for this reason or other recently mentioned reasons until there can be a sound survey of the property owners and a thoroughly worked and and thought out process and proposal to change.

5. Contractor hours are currently 7:30 am to 7:00 pm. POA parks, example, Davis Love and Hannah, close at sunset. Do think the contractor hours should be modified?

I do not see any real solution gained by changing this.

It is also for vendors, service people, deliveries, lawn services, etc.

If our state ever does away with daylight savings time, it would be more feasible.

Seasonal changes throughout the year would affect the work day length for many and create potential negative effects. We already have no noisy work after 7, holidays and weekends.

6. Please comment on whether you agree with the amended [Board Resolution 566](#) clarifying Home-Based Businesses.

Yes, it was amended and agreed upon by the BoD at that time, 2023, I agree with the resolution, however I had no part in forming it nor involved in the possible reason for the change

ONLINE Q&A

SKIP SHRIVER

1. What do you believe is the best way to communicate with homeowners and how would you decide what should & shouldn't be communicated?

Answering in backwards order. Face to face would be preferable for me, then phone, email or texting. Since many homeowners are transient, whatever is easiest would be the preference. As far as what should or shouldn't be communicated...if it is not a legal or personnel issue and has no chance of putting the POA or members in jeopardy, it should not be a "secret." I am not a big fan on executive sessions.

2. "Organizations may utilize a variety of structures to conduct their work. Some rely most heavily on task forces which are formed to carry out specific projects. Others are committee heavy with long-term members and ongoing responsibilities. And then there are organizations that hire an HOA/POA management company to manage BOD approved activities. What organization structure modifications, if any, would you recommend?"

I don't have a problem with the committees or task force structure. What I do have a problem with are committees that have the same people on them year after year. I do not think boards have done a good job in seeking out people with

expertise for the committee to which they are assigned. Sometimes it's the good old boys club appointment. Sounds crazy but wouldn't you want an engineer on the Road and Bridge Committee if there was a member who volunteered and was an engineer? It would be beneficial to keep continuity of the said committee to have one or two members carry over for the next year.

3. Second Homeowners pay a higher property tax rate than full time residents. Would you support considering this higher property tax liability when calculating Annual Assessments for property owners? Please explain your position.

First of all, the taxes are paid to Beaufort County and the POA does not receive any of that money. So, my answer is no, I do not think it should be different. If because of residency a home owner is already paying more to the county, that does not justify the POA charging a higher assessment.

4. The Security Contract is a significant portion of the POA budget. Do you believe that contract should be put out for bid when the contract is up for renewal?

This is required by our bylaws.....so if there is another company available, my answer is yes it should be put out for bid. As a matter of fact, the security contract is our largest budget item which is coming up very soon. The board should have been looking at it by now in my opinion.

5. Contractor hours are currently 7:30 am to 7:00 pm. POA parks, example, Davis Love and Hannah, close at sunset. Do think the contractor hours should be modified?

No, I do not. Reasons for the hours are because of the peace and tranquility that is desired on Fripp. A rest from the contractor noise is welcomed by most I believe. There is such a thing as noise pollution and it's nice to get a break from it and that includes traffic. On the other hand, the hours need to be conducive to contractors to be able to properly service the island.

6. Please comment on whether you agree with the amended [Board Resolution 566](#) clarifying Home-Based Businesses.

This was not an easy decision for the board. Many of these individuals service the residents of the island and serve them well. We are all neighbors and should treat each other as such. We have a situation where there are agreements in place that force the POA to enforce and one of them is in home business. Fair, maybe not, but the fact is until the agreement is changed that's where we are. I do believe that the present resolution is fair for the most part.

ONLINE Q&A

FRANCK SOGAARD

1. What do you believe is the best way to communicate with homeowners and how would you decide what should & shouldn't be communicated?

I believe the FIPOA is doing a good job with email communication in general. Going forward, we can probably improve by building a more comprehensive communication plan, particularly with the important projects we are stepping into. This would include, but not be limited to:

- Committee reports
- Executive summary and detailed minutes from our Board Meetings
- Progress reports on projects, particularly the ones who are capital intensive
- Financial reports (with increased transparency)
- FIPOA strategic plans for Fripp Island

In addition to email communication, we also have our FIPOA website where more information can be shared for those who would like a deeper insight into specific areas of the POA. We may also want to consider a member-only social media page where we also distribute communication and invite members to bring ideas to the POA Board.

We should adhere to the highest standards in our communication, and conduct ourselves with professionalism, empathy, and respect. Transparency is very important in order to build trust,

and there shouldn't be any withholding of information unless it is confidential, sensitive or personal in nature.

2. "Organizations may utilize a variety of structures to conduct their work. Some rely most heavily on task forces which are formed to carry out specific projects. Others are committee heavy with long-term members and ongoing responsibilities. And then there are organizations that hire an HOA/POA management company to manage BOD approved activities. What organization structure modifications, if any, would you recommend?"

As a potential newcomer on the board, I am not yet familiar with the skills and competencies of our POA members or to what degree the members are willing and able to help. This is something that the board needs to assess, and of course we should welcome those members who have the right skills and attitude to do the required work. Generally speaking, I believe in designing structures which will yield good quality work in the most efficient and cost effective way. Being open minded and creative is more important than to have a pre-determined organization structure in mind. We need to be good stewards of our finances, and be welcoming of those members who can add value to our amazing island community.

3. Second Homeowners pay a higher property tax rate than full time residents. Would you support considering this higher property tax liability when calculating

**Annual Assessments for property owners?
Please explain your position.**

No, I do not support a variable assessment policy. People who choose to own a second home on Fripp Island (I am one of them), will generally have higher overall cost of ownership than full time residents due to other reasons than just tax liability. Managing a home from afar often translates to doing less DIY work and more hiring of contractors to do work. I do not believe it is right to give discounts on assessments for those who choose to not use their home on a full-time basis. What such a policy would eventually mean, is that we would have to charge full-time residents additional assessment in order to make up the discounts to part-time residents. So I do not think this would be fair. Assessment should be assessed equally for all members.

4. The Security Contract is a significant portion of the POA budget. Do you believe that contract should be put out for bid when the contract is up for renewal?

Of course it should. Generally speaking, the POA Board has a responsibility to be the best stewards possible of the money our members contribute to the POA. As such, no supplier of products or services should be excluded from competing for our business. As I mentioned in the Candidate Town Hall, I believe in RFP (request for price) processes to ensure that we properly manage our POA funds.

5. Contractor hours are currently 7:30 am to 7:00 pm. POA parks, example, Davis Love and Hannah, close at sunset. Do think

the contractor hours should be modified?

I don't have a particular position on this point. I would first need to understand if there are broad complaints from the community, and if so, we should deal with it appropriately.

6. Please comment on whether you agree with the amended [Board Resolution 566](#) clarifying Home-Based Businesses.

I do support this Resolution, as it aligns with the spirit of the agreements and covenants governing Fripp Island for decades. While the enforcement of restricting home-based business on Fripp Island has been relaxed for some time, the absence of enforcement does not constitute a waiver to comply to the policy.

ONLINE Q&A

BARRY HASSETT

1. What do you believe is the best way to communicate with homeowners and how would you decide what should & shouldn't be communicated?

I believe that all communication, discussion and deliberation regarding POA matters, with the exceptions of personnel matters and ongoing legal issues, should be transparent and open to the POA membership. Personnel issues and legal issues also require updates to be delivered but that information should be edited appropriately to be as transparent as is permissible.

Prompt posting of board meeting minutes to the website is important to provide ready access to that information to the POA members. Communications should be clear and concise. Town Halls should be utilized as needed for discussions regarding important issues that may require debate, input or in-depth Q&A from the community. An example of this: even though I thought the recently provided presentation regarding the front island work was good, I would be in favor of a town hall to present and discuss that project prior to voting on the special assessment.

2. "Organizations may utilize a variety of structures to conduct their work. Some rely most heavily on task forces which are formed to carry out specific

projects. Others are committee heavy with long-term members and ongoing responsibilities. And then there are organizations that hire an HOA/POA management company to manage BOD approved activities. What organization structure modifications, if any, would you recommend?

I don't believe that the current structure poses any barriers to implementation of POA initiatives. As with any structure, strong leadership and competent team members are required to ensure successful implementation. In addition to competence, team members must be collaborative and willing to support Board decisions. Task forces can continue to be utilized to address short term initiatives that have a clear 'end point'. Committee structure should remain to ensure ongoing management and oversight of long-term initiatives/needs. Our POA has a paid staff to manage BOD approved activities and apparently also has the volunteer staff available to address needs not covered by the paid staff.

3. Second Homeowners pay a higher property tax rate than full time residents. Would you support considering this higher property tax liability when calculating Annual Assessments for property owners? Please explain your position.

The annual assessment is an equal contribution from all homeowners that is intended to support the ongoing implementation of POA initiatives

and maintenance of POA designated infrastructure. Those resources are required whether or not the homeowner uses Fripp as a primary residence. I believe that all homeowners should continue to contribute equally when it comes to annual assessments. For the record, I am a second homeowner and still hold this position.

4. The Security Contract is a significant portion of the POA budget. Do you believe that contract should be put out for bid when the contract is up for renewal?

I believe that any contracted service should be eligible to be put out for bid when it is up for renewal. It is the Board's responsibility to ensure that we deploy our financial resources responsibly. To be clear, it does not mean that we always have to choose the lowest bid. Cost should be only one (important) factor considered when selecting business partners.

5. Contractor hours are currently 7:30 am to 7:00 pm. POA parks, example, Davis Love and Hannah, close at sunset. Do think the contractor hours should be modified?

Contractor hour restrictions are typically intended to minimize traffic and noise in the early morning and late evening hours. Our current timeframe is not unusual (the most restrictive that I have seen is 8-6) and hopefully the slightly longer window enables projects to be completed in fewer days. If there is a strong consensus or movement for different hours, I would encourage a POA member to put a proposal (including the rationale) forward, but I don't see a need for change.

6. Please comment on whether you agree with the amended [Board Resolution 566](#) clarifying Home-Based Businesses.

I am not an attorney, but the attachment indicates that FIPOA attorneys have reviewed and approved this document. That said, it appears to be consistent with the intent that Fripp is a residential community while providing some updated perspective and clarity that is consistent with current times, specifically with regard to the ability to work remotely/from home. It is very clear that any home-based business should not generate commercial traffic, require modifications/customization to the property, produce excessive noise or activity on the property, etc. If there are concerns regarding the specific language/policy or regarding a need for more clear definition/specification then those should be brought to the attention of the POA Board for review.

ONLINE Q&A

ELIZABETH LACOMBE

1. What do you believe is the best way to communicate with homeowners and how would you decide what should & shouldn't be communicated?

There may not be one best way to communicate with homeowners as folks may have different preferences as to how they would like to receive information. At the same time, not everyone has the time to watch board meetings. With that said, some approaches could be: distributing the minutes after each meeting for the community to read at their leisure, highlighting important issues to be discussed through simple email communications, and members creating regularly scheduled office hours (times during which folks can ask questions directly of board members as they arise). If elected to the Board, I would be open to suggestions as to what has and has not worked in the past because at the end of the day, the Board represents and works for all of its members.

2. "Organizations may utilize a variety of structures to conduct their work. Some rely most heavily on task forces which are formed to carry out specific projects. Others are committee heavy with long-term members and ongoing responsibilities. And then there are organizations that hire an HOA/POA management company to manage BOD approved activities. What organization

structure modifications, if any, would you recommend?

In 2023, the FIPOA released revised and restated Guidelines for Committee Structure. Given that the Guidelines were only recently updated, I am curious as to what changes members think need to be made. I am open to considering changes to Committee Structure as I do not know what has and what has not worked since the guidelines were updated.

3. Second Homeowners pay a higher property tax rate than full time residents. Would you support considering this higher property tax liability when calculating Annual Assessments for property owners? Please explain your position.

Under Article VIII, Section 1 of the Bylaws of the Fripp Island Property Owner's Association (effective January 22, 2019), the annual assessment is imposed upon three types of property: (a) Residential dwelling units and platted residential building lots; (b) amenities (e.g., golf courses, restaurants, swimming pools, tennis courts and similar amenities that are used by the property owners and their guests); and (c) commercial businesses and operations.

More importantly, SC 33-31-610 provides that "all members have the same rights and obligations with respect to voting, dissolution, redemption, and transfer, unless the articles or bylaws establish classes of membership with different

rights or obligations.”

While the Articles of Incorporation for the Fripp Island Home Owners Association (name later changed to the Fripp Island Property Owners Association in 1972) are silent as to membership categories, the Bylaws establish one class of membership for all “residential dwelling units and platted residential building lots.” Creating a new class of members would appear to require, at a minimum, a 2/3 affirmative vote of all members.

4. The Security Contract is a significant portion of the POA budget. Do you believe that contract should be put out for bid when the contract is up for renewal?

Yes! I noticed this when I reviewed the financials a few weeks ago (see my response to Q#4 in the first round of Q&As). At a minimum, we should require all our vendors to go through a competitive bidding process as that will help to ensure that members are not paying more for services than they need to.

5. Contractor hours are currently 7:30 am to 7:00 pm. POA parks, example, Davis Love and Hannah, close at sunset. Do think the contractor hours should be modified?

Most public parks close at sunset for safety reasons. Suggest that the policy behind contractor hours may have been to ensure that contractors do not impede our members’ use and enjoyment of the island. It is not clear to me how contractor hours and park hours are aligned as they appear to serve different policies.

6. Please comment on whether you agree with the amended [Board Resolution 566](#) clarifying Home-Based Businesses.

Yes, I agree. The FIPOA has an interest in ensuring that home-based businesses do not impact the overall character of the island.

ONLINE Q&A

MARY MCVEIGH

1. What do you believe is the best way to communicate with homeowners and how would you decide what should & shouldn't be communicated?

There are many generations of literacy to the internet (I am lucky to have just caught it in age-time) so we need to be clear - one site (we have) and my position is that Fripp Island over communicates and a one pager is sufficient. (Budget, expense, planned projects, future projects/assessment).

2. "Organizations may utilize a variety of structures to conduct their work. Some rely most heavily on task forces which are formed to carry out specific projects. Others are committee heavy with long-term members and ongoing responsibilities. And then there are organizations that hire an HOA/POA management company to manage BOD approved activities. What organization structure modifications, if any, would you recommend?"

I am on the board of a coop in NYC. The meetings were disfunctional until we found a GOOD management company. You can tailor the costs of a management company even if just to facilitate meetings. This would be valuable to a small community like Fripp.

3. Second Homeowners pay a higher property tax rate than full time residents.

Would you support considering this higher property tax liability when calculating Annual Assessments for property owners? Please explain your position.

This is simply the law. If you claim second home you pay higher tax, if you claim rental you pay even higher. The property assessment is a property assement only, fully do not support.

4. The Security Contract is a significant portion of the POA budget. Do you believe that contract should be put out for bid when the contract is up for renewal?

Yes. However, if the island is happy with the current service, there are better options than a bid.

5. Contractor hours are currently 7:30 am to 7:00 pm. POA parks, example, Davis Love and Hannah, close at sunset. Do think the contractor hours should be modified?

I like to go to bed early, however, much land has sold in the last years and we are almost sold out. In a few years, yes, let us constrict, now - no.

6. Please comment on whether you agree with the amended [Board Resolution 566](#) clarifying Home-Based Businesses.

Absoulutel agree.

ONLINE Q&A

TROY SKIDMORE

1. What do you believe is the best way to communicate with homeowners and how would you decide what should & shouldn't be communicated?

Anyway possible. Town Hall meetings so there is a two way conversation is best. Recordings of these meetings and formal updates over email and text with easy to understand visuals always seem to work best.

2. "Organizations may utilize a variety of structures to conduct their work. Some rely most heavily on task forces which are formed to carry out specific projects. Others are committee heavy with long-term members and ongoing responsibilities. And then there are organizations that hire an HOA/POA management company to manage BOD approved activities. What organization structure modifications, if any, would you recommend?"

Focused and purpose driven task forces are how I have always seen works gets done best on similar committees. These task forces just report back to the board at large with specific recommendations.

3. Second Homeowners pay a higher property tax rate than full time residents. Would you support considering this higher property tax liability when calculating Annual Assessments for

property owners? Please explain your position.

No. It is a completely different payment that has nothing to do with each other. Second homeowners, like myself, knew the tax burden we signed up for when purchasing. We all need to support the protection and advancement of the island with the annual and special assessments when they make sense.

4. The Security Contract is a significant portion of the POA budget. Do you believe that contract should be put out for bid when the contract is up for renewal?

Yes. Making sure we are maintaining a competitive yet capable security team is of utmost importance.

5. Contractor hours are currently 7:30 am to 7:00 pm. POA parks, example, Davis Love and Hannah, close at sunset. Do think the contractor hours should be modified?

I don't have strong feelings on this. Modify if there is a strong case to do something that makes sense. This should be an easy discussion and decision.

6. Please comment on whether you agree with the amended [Board Resolution 566](#) clarifying Home-Based Businesses.

This is a very hard topic to write one policy that allows freedom to conforming home owners while limiting the practice of disruptive type

businesses. I think this policy is well written and provides enforceable rules for the POA to operate off of.

ONLINE Q&A

CARY TOLLEY

1. What do you believe is the best way to communicate with homeowners and how would you decide what should & shouldn't be communicated?

I BELIEVE THAT BLAST EMAILS AND ACCESS TO MEETINGS BY ZOOM WORK BEST—MY PREFERENCE IS TO SHARE ALL INFO SUBJECT TO THE ADVICE OF OUTSIDE COUNSEL TO THE BOARD; WE NEED TO ASSURE OUR BYLAWS REFLECT MODERN COMMUNICATION METHODS

2. "Organizations may utilize a variety of structures to conduct their work. Some rely most heavily on task forces which are formed to carry out specific projects. Others are committee heavy with long-term members and ongoing responsibilities. And then there are organizations that hire an HOA/POA management company to manage BOD approved activities. What organization structure modifications, if any, would you recommend?"

I BELIEVE THAT COMMITTEE OR TASK FORCE WORK LED BY THE BOARD IS THE BEST APPROACH—I HAVE ALREADY INDICATED MY VIEW THAT A NEW STANDING COMMITTEE FOR THE RESORT RELATIONSHIP SEEMS PROPER; HO'S SHOULD BE ENTITLED TO VOLUNTEER FOR SUCH WORK AND CERTAINLY OBSERVE THE WORK OF

SUCH COMMITTEES AND TASK FORCES

3. Second Homeowners pay a higher property tax rate than full time residents. Would you support considering this higher property tax liability when calculating Annual Assessments for property owners? Please explain your position.

I DO NOT THINK A HO'S PROPERTY TAX LEVEL HAS ANYTHING TO DO WITH THE HO'S OBLIGATION TO SUPPORT THE WORK OF THE POA; PROPERTY TAX LEVELS ARE SET BY STATE/COUNTY POLICY; POA ASSESSMENTS ARE BASED ON THE NEEDS OF THE ISLAND

4. The Security Contract is a significant portion of the POA budget. Do you believe that contract should be put out for bid when the contract is up for renewal?

I DO NOT KNOW HOW OFTEN THE SECURITY CONTRACT NEEDS RENEWAL BUT AS LONG AS OUR WORKING RELATIONSHIP IS SOUND AND THERE IS A GENERAL SOUND AND REASONABLE MEETING OF THE MINDS ON COST, I DO NOT SEE THIS RELATIONSHIP AS ONE THAT NEEDS TO BE PUT OUT FOR BIDS AT RENEWAL

5. Contractor hours are currently 7:30 am to 7:00 pm. POA parks, example, Davis Love and Hannah, close at sunset. Do think the contractor hours should be modified?

NO—I DO NOT; BUT I AM HAPPY TO

HEAR THE PROS AND CONS, IF ANY, OF
THE CURRENT RULES

**6. Please comment on whether you agree
with the amended [Board Resolution 566](#)
clarifying Home-Based Businesses.**

I AGREE WITH THE THRUST AND
PURPOSE OF THE RESOLUTION—I HAVE
SOME CONCERNS ABOUT ITS WORDING
BUT MY MAIN POINT WOULD BE THAT
GIVEN MODERN TECHNOLOGY AND
WORK STYLES WE NEED TO BE CLEAR
THAT REGULAR AND ONGOING HOME
BUSINESS ACTIVITY IS PERMITTED
AS LONG AS IT IS PRIVATE ACTIVITY
THAT OCCURS WITHIN THE FOUR
WALLS OF THE HOME, WHICH IS A
RESIDENCE FIRST AND FOREMOST, IS
CONDUCTED ONLY BY OCCUPANTS OF
THE HOME AND SUCH ACTIVITY DOES
NOT INVOLVE REGULAR AND MULTIPLE
CUSTOMER VISITS AT SUCH RESIDENCE
THAT ALTER THE TRAFFIC GENERATION
CHARACTERISTICS OF OTHER LOTS IN
THE COMMUNITY

Special Assessment

RESOLUTION 835

Detailed Notations: The Finance Committee and General Manager have accumulated information and data from the Board, Staff, and FIPOA Committees necessary for the preparation of the 2025 Calendar Year Budget. The Finance Committee reviewed the information and determined that a Special Assessment should be collected exclusively for the purpose of the “Front of Island Project”, in the amount of \$1,600.00 per property. This Special Assessment would be payable in two installments, the first due by April 30, 2025, the second due October 1, 2025, as permitted in a member approved Special Assessment ballot during the November election.

The Front of Island Project consists of the following components:

- Phase 1 Roadbed Protection (Ocean Side)
- Phase 2 Roadbed Protection (Marsh Side)
- Phase 3 Roadbed Protection (Elevation Change)
- Removal & Replacement of the Guard House
- Temporary Guard House during construction
- Post Construction Landscaping

The Board of Directors understands that portions of the Front of Island Project will require modifications to property belonging to both Fripp Island Resort and the River Club Property Owners Association. Any excess funds from this Special Assessment will be transferred to the Disaster Recovery Fund at project completion. Furthermore, the Board of Directors shall establish an Oversight Task Force for this project that will consist of individuals with suitable career experience and stakeholders from all entities involved. This Oversight Task Force, along with the General Manager, will be responsible for monthly reporting to the Finance Committee, the Board of Directors and the Membership regarding all expenditures and the overall status of this project, including completion timeline. The Board of Directors has determined that it is in the best interest of the association to provide the 2025 financial management plan and adapt a strategy for the additional resources necessary for the future operation and stability of the Association and its infrastructure.

NOW, THEREFORE, BE IT RESOLVED: that the 2025 Front of Island Project (FOIP) Special Assessment be made by this Resolution and be adopted by the Board of Directors to be voted on by the FIPOA Membership during the 2024 election

A dedicated webpage has been established with links and a video presentation, [which can be found here](#).

