Minutes to LMPOA Board Meeting 9 May 2026

1. Patrick opened the meeting at 9:37 am.
2. Patrick asked the Board and adjuncts to help find replacement candidates for John and Bev.
3. John S brought the Board up to date on the critical impact of compliance with Mexico's labor laws.
    a. Lili Salcedo, our Mexican accountant, validated our cost calculations and agrees with our implementation plan to become fully compliant with new labor laws.
    b. The cost impact for Compliance alone is nearly $30,000.
    c. To further enlighten our residents as to changes coming, a video will be created that explains the reasons for changes to our HOA fees and comparing our fees to other HOA's.
    d. John recommended we move with alacrity to use Wise for sending payroll to our guards; the current practice of withdrawing pesos from American banks is hugely expensive.
4. Steve outlined a proposal for restructuring our LMPOA organization.
    a. The goal is to separate what the Board does: set strategy, policy, budgets, oversight from...
    b. ...what the Operations function does where our Property Manager effectively executes LMPOA's priorities on a daily basis and performs consistently despite changes in Board membership.
    c. This presentation will be used at our annual meeting to explain our plan for the future.
5. Steve reported on PDC activities.
    a. There are currently about a dozen projects underway that are proceeding with very good PDC/resident cooperation, following our construction guidelines.
    b. We still have some residents seeking to proceed out of compliance and we're working, through our lawyer, to press the authorities to address these issues in a timely manner.
    c. Issues such as roosters and raccoons will be handled lawfully and with extreme care.
6. Zoom for annual meetings/real meeting place: John
    a. John and Bev will investigate a new facility on Orphanage Road for our annual meeting.
    b. We may also use Zoom, but we need to determine if voting by Zoom is advisable.
7. Elsa reported that there were no new sales or closings this month or last.
8. Tom and Daniel reported:
    a. We have an opportunity to buy road mill cheap and put it at our front entrance.
    b. Other candidates for road mill application will be considered.
    c. Daniel has a team available to spread the road mill and water it down.
9. Landscape clean-up was addressed by Daniel:
    a. Water Company employees are available to weed whack overgrown foliage along our roads.
    b. Daniel has other workers who are on call to help with maintenance as required.
10. Patrick adjourned the meeting at 11:30 am. Meeting length: 1 hour and 53 minutes.
11. **Our next meeting will be held on 6 June 2026**

Respectfully submitted, John Stadelmann, VP LMPOA

Attendance at Board Meeting 11 April 2026

Board of Directors Present	***Absent***
Patrick Bertagna, President	
John Stadelmann, Vice President	
Bev Wilburn, Treasurer	
Sandra Stadelmann, Secretary	

Adjunct Board Members Present	***Absent***
Hathaway, Tom	Brown, Mark
Marroquin, Elsa	Burton, Jimm
Post, Molly	Durand, Kathy
Rivas, Daniel	Marks, Camille
Zimney, Steve	Pierce, John