

It's Time To Restore GCA Accountability & Unity

Dear Gleneagle Neighbors,

Over the past several weeks, many of you have stepped forward to make your voice heard. Thank you to everyone who signed a court objection, special meeting petition, shared your thoughts on the survey, or simply took an interest in the future of our community.

A majority of homeowners completing the community survey or sharing their feedback believe the current Board can no longer effectively lead the Association or restore the community's confidence. The most common concerns centered on financial accountability, including the use of homeowner dues to pursue legal action against the Membership vote, **spending that has significantly exceeded the Association's annual income with a current deficit of -\$19,000, and a decline in reserve funds** from approximately \$185,000 at the beginning of 2025 to \$135,000 by year-end, with reserves projected to decrease by an additional \$50,000 by the end of 2026 if current trends continue. These breaches of trust have reinforced the need to chart a better way forward for the leadership and stewardship of our neighborhood.

UNITE has collected the required number of signatures and delivered them to the board to move a recall process forward. Before initiating the recall process, we formally requested the current Board voluntarily resign to allow for an easy transition of leadership. The Board declined. We remain committed to working cooperatively with the current Board to ensure a smooth, respectful, and uninterrupted transition for the benefit of the Gleneagle community. While there are still important steps ahead, we believe this is an opportunity to restore accountability, transparency, and trust in the governance of our neighborhood.

Enclosed is what we believe are the next steps in the process, **survey results**, bios of a **proposed Interim Board**, and a **Proxy Form** for you to vote if you cannot attend the special meeting. Our goal is to keep every homeowner informed so decisions are made openly and with the involvement of the community - so watch for the Special Meeting date.

This effort is not about division - it is about strengthening our neighborhood. **We share a desire for a neighborhood that is well-managed, financially responsible, and governed by homeowners residing in our neighborhood who represent the interests of the entire community.**

Thank you for your thoughtful participation and your commitment to making our GCA the best it can be. Together, we can restore confidence, encourage respectful dialogue, and build a stronger future for our neighborhood.

Sincerely,

U.N.I.T.E. Gleneagle

Disclaimer: This publication reflects the views of U.N.I.T.E., an independent group of Gleneagle homeowners. It is not an official publication of the Gleneagle Civic Association. Information is based on documents and records believed to be accurate at the time of publication.



Inside this Packet

- Why a Recall Has Been Requested
- The Recall Process
- Proposed Interim Board members
- Neighborhood Survey Recap
- Frequently Asked Questions
- Proxy Voting Form

If you have additional questions or would like to get involved, please email:

info@gca-residents.com

or visit:

www.gca-residents.com

A Proxy Voting Form is included in this package. It can be completed and given to any GCA homeowner attending the special meeting or mailed to:

Gleneagle Neighborhood
Concerned Citizens
15954 Jackson Crk Pkwy.
Ste B #371
Monument CO 80132

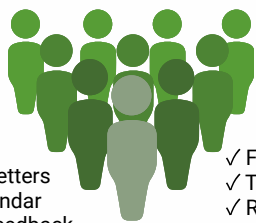
GLENEAGLE HAS SPOKEN

143 GCA RESIDENTS PARTICIPATED IN THE SURVEY

77%

Want Better Communication

- 77% Regular email newsletters
- 66% Annual meeting calendar
- 63% Better homeowner feedback
- 63% Agendas published before meetings
- 62% Regular financial updates



74%

Want More Transparency

- ✓ Financial Accountability
- ✓ Transparent Leadership
- ✓ Responsible Budgeting
- ✓ Financial Transparency
- ✓ Homeowner Representation
- ✓ Long-Term Community Planning

69%

Want Clear Board Explanations

62%

Want a Longterm Plan for The Open Space



**WE HAVE SUBMITTED FOR A BOARD RECALL -
WE NEED YOUR VOTE TO MAKE CHANGE HAPPEN!**

The message is clear:

"Residents want a more financially responsible, transparent, accountable, and homeowner-focused HOA!"

What Gleneagle Residents Are Asking For:

- Transparency
- Financial Accountability
- Responsible Budgeting
- Community Representation
- Respect for Homeowner Votes



The Recall Process



Step 1: Petition Submitted: Homeowners may request a Special Meeting by submitting a petition(s) signed by at least 5% of the Association's members. The signatures for a **PETITION TO CALL A SPECIAL MEETING OF THE MEMBERS** was submitted August 21, 2026.

Step 2: Special Meeting Scheduled: After receiving a valid petition, the GCA President is required to schedule the **Special Meeting within 30 days** of receiving the petition.

Step 3: Homeowners Receive Notice: The GCA must provide notice of the meeting **at least 15 days, but no more than 45 days, before the meeting**. The notice must include the date, time, location, and purpose of the meeting.

Step 4: Recall Meeting: A 20% quorum (in person or by proxy) is required to conduct business. Homeowners may vote in person or by proxy.

Step 5: Community Votes: Once a quorum is established, the recall is decided by vote. **Every household receives one vote.**

Step 6: Interim Board: If Approved, the Interim Board starts service and will facilitate a **fair election process to be held in October per the GCA Governing Documents.**

FREQUENTLY ASKED QUESTIONS

Who/what is U.N.I.T.E.?

U.N.I.T.E. (Uniting Neighbors In Transparency & Engagement) is a volunteer group of GCA homeowners that joined together to oppose the legal petition by the GCA Board of Directors. We have organized and funded this effort with our own time and resources to promote accountability, transparency, and homeowner representation while working to UNITE our community.

Why recall the GCA Board?

The Board has lost the confidence of the community due to concerns regarding financial oversight, governance, and homeowner representation.

The GCA Board has shown severe financial mismanagement by **spending by nearly 2X the available income of the HOA**. They have **reduced our Reserve Account from \$185K at the start of 2025 to \$135K at the end of 2025**. They are **on track to reduce our reserves by an additional \$50K by the end of 2026!** Each passing month, they're over spending approximately \$4K, making a recall an urgent matter!

Additionally, the GCA Board has manipulated the election process to fill Board vacancies by appointment by the Board rather than an election as required in our covenants (see GCA Bylaws Article 4 – 4 & Article 5 – 3). This has assured only supporters of the Board are invited to join the Board rather than homeowners who are elected by the community.

Will a recall set our community back?

No. The goal is to keep the GCA moving forward while improving accountability, transparency, and homeowner involvement. Essential services and ongoing projects, including open space maintenance, will continue. The Interim Board will focus on maintaining stability and building a stronger, more sustainable future for our community.

Why should I sign a proxy?

U.N.I.T.E. has identified members of our community to serve as an Interim Board until the next election in October. The Interim Board will work to bring spending under control, initiate an election, create a long term plan for the open space, and significantly improve communication with homeowners.

When is the Special Meeting?

Based on the current Gleneagle GCA Bylaws, the Board is required to post notice of a Special Meeting on its website (GleneagleHOA.org). It will also be emailed by U.N.I.T.E. to those we have emails and posted on our website (**GCA-Residents.com**).

How do I get involved?

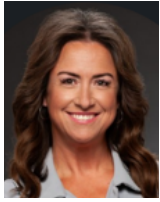
Provided the recall is successful, we would love for any members of our community to become involved. Connect with us by emailing **info@gca-residents.com**. You can ask to be added to our email list to receive the latest news regarding the GCA and the efforts of U.N.I.T.E.

Gleneagle Civic Association – Proposed Interim Board Members



Kevin Baker – Wuthering Heights. Kevin has called Gleneagle home for many years and is known by neighbors as a quiet, thoughtful, and dependable member of the community. While he prefers to stay out of the spotlight, he believes that actions speak louder than words. Whether picking up litter on his daily walks, lending a hand with small neighborhood projects, or simply taking pride in keeping Gleneagle beautiful, Kevin has always looked for ways to make a positive difference. He cares deeply about preserving the character of the community and creating a neighborhood where families feel welcome, safe, and connected.

Kevin believes the Association should operate with transparency, fiscal responsibility, and respect for every homeowner's voice. His practical, common-sense approach and willingness to serve make him a valuable addition to the proposed Interim Board as Gleneagle works toward restoring trust and building a stronger future.



Michelle Bowles – Gleneagle Drive. As a longtime resident with deep roots in the community, Michelle is committed to preserving the values that make Gleneagle such a desirable place to live while ensuring every homeowner has a voice. Michelle and her son own a Colorado Springs mortgage company, where she has built extensive experience in real estate, finance, lending, property values, and homeowners association management. Additionally, Michelle's husband has owned and operated a local construction business in Colorado Springs for over 35 years, reflecting their family's longstanding commitment to the community. Michelle's

professional background has provided her with a strong understanding of financial stewardship, responsible governance, and the importance of protecting homeowners' investments.

Michelle is proud to call Colorado Springs home and joins the Interim Board to encourage respectful dialogue with homeowners, promote sound financial stewardship, and ensure the HOA serves as a voice for the community as a whole. **Michelle is also honored to be considered a candidate for the Gleneagle Homeowners Association Board in the October election.**



Carolyn Deaderick – Gleneagle Drive. Carolyn served over 25 years in the United States Marine Corps before retiring and moving to Colorado. Since retiring as a Colonel, she has served in at the United States Space Command and is now working at Special Operations North. Carolyn brings over 32 years of experience leading and shaping high-performance cultures. For over over 25 years she had lead at the tactical, operational, and strategic levels and commanded at the company and battalion levels. An experienced and recognized leader, she held the Leadership and Ethics Department Chair at Marine Corps University. In her final active-duty tour,

she served for United States Strategic Command to help stand up of United States Space Command. She is also a member of the Board of Advisors, Charles F. Bolden Group which partners with private industry and academic institutions to provide leadership consulting and works for the the global advancement of science and security.

Carolyn's goal in joining the Interim Board is to encourage input from different locations and age groups within Gleneagle. Younger families have moved into the neighborhood and their views need to be respected in decisions made by the HOA.



Mike Rosas – Latrobe Drive. Mike has called Gleneagle home for 19 years. Throughout a distinguished 41-year career, he held senior leadership, operations, and program management positions in both the U.S. Air Force and the private sector. During his 24 years in the Air Force, Mike led large teams and complex operations, ultimately retiring as a Colonel after serving as the senior leader responsible for Air Force Space Operations worldwide. He also held leadership roles with NATO and Air Force Headquarters, where he helped oversee national security and technology programs. Following retirement, Mike spent 17 years as a senior executive managing multi-million-dollar programs supporting the Air Force and other national defense organizations.

Mike's extensive experience in leadership, budgeting, strategic planning, accountability, and organizational management prepares him to help ensure Gleneagle is governed with transparency, fiscal responsibility, and sound decision making. Mike hopes to join the Interim Board to reconnect homeowners with the HOA to resolve our financial challenges, maintain our beautiful neighborhood, and restore trust in the GCA Board of Directors.



Jeane Turner – Westchester Drive. Jeane is a Colorado Springs native and 17-year Gleneagle resident. Jeane brings over 30 years of leadership experience in communications, public relations, marketing, and nonprofit management. She is the Public Relations Director for The Salvation Army Intermountain Division, where she oversees strategic communications, public relations, community engagement, and statewide marketing initiatives across Colorado, Utah, Montana, and Wyoming. Jeane has worked with community organizations, government agencies, media outlets, and civic leaders to build consensus, strengthen relationships, and lead complex projects. She has extensive experience supervising teams, managing budgets, developing policies, facilitating meetings, and communicating transparently with diverse stakeholders.

Jeane has a long history of volunteer service and believes effective leadership is built on integrity and accountability. As an Interim Board member, she would be dedicated to helping establish a foundation of responsible governance, financial accountability, open communication, and homeowner involvement. Her goal in serving on the Interim Board is to facilitate an actual election for a new Board of Directors - a process that has not occurred for many years.

If the recall vote is successful - we plan to hold a GCA Board Election in October 2026!

If you're interested in running for a Board position, email: info@gca-residents.com

(Article III Section 3 of the Bylaws specifies October as the annual meeting and election month)

GLENEAGLE CIVIC ASSOCIATION (GCA)
PROXY FOR THE REMOVAL OF THE BOARD OF DIRECTORS AND
FOR THE ELECTION OF A NEW INTERIM BOARD OF DIRECTORS

The undersigned Member of the Gleneagle Civic Association provides a PROXY VOTE for the removal of the current GCA Board of Directors as listed below, with or without cause, pursuant to Article IV, §6., and a PROXY VOTE for the Election of Successor Interim Directors, pursuant to Article IV, §6 of the Bylaws, expressly providing a successor may then and there be elected to fill the vacancy thus created.

MEMBER INFORMATION:

Homeowner Name: _____ Lot Number (If Known) _____

Property Address: _____

City: Colorado Springs State: CO Zip Code: 80921 In the County of: El Paso

Email: _____ Phone: _____

APPOINTMENT OF PROXY:

I, the undersigned Member, do hereby appoint: _____ to submit my Proxy.
(Printed Name of Proxy Holder)

I understand that as my Proxy Holder the named person will attend, act, and vote for me at the Special Meeting of the Members of the Gleneagle Civic Association. This Proxy is revocable and shall automatically terminate upon my attendance and registration at such meeting or as otherwise provided by law.

SIGNATURE: I certify I am a Gleneagle Civic Association Member/Homeowner entitled to vote (one vote per household).

Signature of Homeowner Date Signed

Printed Name of Homeowner

Note: This Proxy is valid only for the Special Meeting referenced above and any lawful adjournment thereof. A Proxy in Colorado may not be valid for more than 11 months from the signed date.

FOR BOARD USE ONLY

Date Received: _____

Verified By: _____

Membership Verified: ☐ Yes ☐ No

Lot Number: _____