

ESTES PARK

HOMEOWNERS ASSOCIATION

What Happened to Our Self Managed HOA and Why a Management Company Was Hired.

To understand how and why the Estes Park Board transitioned from self management to hiring a management company, it's important to understand the sequence of events that led to that decision. This decision was not entered into lightly.

Leadership Instability

On October 5, 2025, President Scott Nailor informed the Board of his resignation. His departure marked the fourth president in just 17 months, highlighting ongoing leadership instability and placing additional strain on the remaining Board members.

Immediate Board Action

On October 8, 2025, Board members Heid, Debbie, and Robert met to address Scott Nailor's resignation and the broader issue of sustainability. During this meeting:

- Robert Christie was appointed President.
- The Board voted to re-engage a professional property management company.
- The transition was targeted for January 1, 2026, with an approved budget of \$1,500 per month.

The decision was driven largely by concerns over burnout, continuity, and the increasing workload required to properly manage the community. By self-managing our community, we were essentially running a small business as volunteers.

Formation of the Advisory Board Committee (ABC)

On October 26, 2025, Treasurer Heid established a special committee, the Advisory Board Committee (ABC), to research management options and provide recommendations to the Board. The first meeting was held at Heid's residence and included all Board members and seven ABC members.

Key topics discussed included:

- Challenges recovering HOA property and records from departing Board members.

- Board roles and responsibilities, including the time commitment required to properly supervise vendors.
- Invoice review and verification prior to payment.
- ARC processes, inspections, approvals, and violation enforcement.
- Risks of outsourcing, including loss of customization and erosion of systems and improvements developed through self management.

During this discussion, Heid noted that, as Presidents and Board members changed, he had increasingly filled operational gaps. To address continuity concerns, he offered his company, ProVim, as a potential management solution to reduce pressure on volunteer Board members and stabilize operations.

Legal Review of Conflict of Interest

On October 27, 2025, Heid contacted the HOA attorney seeking a legal opinion on whether a Board member's company could be compensated for managing the HOA. Attorney Greg Chandler responded that:

- Board members cannot be compensated for their duties *as Directors* however,
- Indiana law does not automatically prohibit contracts involving a director's company, provided certain conditions are met and governing documents do not forbid it, and
- The Indiana Nonprofit Corporations Act allows approval of contracts involving conflicts of interest under specific circumstances.

The full legal response was shared with the ABC.

ABC Recommendation

On December 7, 2025, the ABC met independently to discuss potential outcomes. The committee concluded that engaging a Board member's company would present a conflict of interest. The Board then asked the ABC to recommend three external management companies for consideration. Kirkpatrick Management was among the recommended vendors.

Hiring of Kirkpatrick

On December 18, 2025, the Board officially hired Kirkpatrick Management to manage the Estes Park HOA. After carefully reviewing the options presented, Kirkpatrick offered the most.

Impact of the Decision

By hiring an external management company, the HOA has surrendered many benefits of self management as discussed in the October 26th meeting, including:

- Personalized, direct communication with residents
- Faster issue resolution
- Direct coordination with vendors to ensure quality

We understand that not everyone supports returning to a property management company, and we acknowledge those concerns. The workload of running our neighborhood became too much for a 3-member Board who never received a dime in compensation or reduction in HOA dues.

No management company is perfect. The Board remains committed to Estes Park; we live here too and are focused on keeping dues and expenses under control. We will diligently continue to enforce our 5-Year Rental restriction to ensure our neighborhood does not become filled with rental homes. While the work looks different now, it has not gone away. Managing a management company still requires active oversight and ongoing effort from the Board.

We ask for your patience and understanding as we make this transition.

Board President - Robert
Board Treasurer - Heid
Board Secretary - Debbie