

February 28, 2019

Dear East Montpelier Selectboard,

We would like to initially say how much we've appreciated and enjoyed the process of working closely with you this past year in relation to revamping our policies and procedures and athletic policies manuals as well as the Recreation Field project. It's nice to have clear, up to date guiding documents that were created in partnership with the town and the work on the field will be a wonderful upgrade to our shared space when completed this spring.

It has been a very successful year for the EM recreation program beyond those projects. For the first time in a while, we've had a full nine-person board in place the last few months. We've also worked hard this past year to try to rebuild some strained relationships within the community, our district, and with the Selectboard. While bumpy at times, we believe we are moving in the right direction and hope you'd agree.

The purpose of this letter is to make a recommendation for the Selectboard's consideration when Recreation Board members' terms come up for re-appointment. We are fully aware of and content with our role as board leaders in helping to shape and guide the board in discussion and push ideas, as well as helping administer athletic and other programs while ultimately reporting to you as the final decision makers. It is with that in mind that we encourage the Selectboard to use your best judgement when considering board members for re-appointment every three years.

As in any business or place of employment, the ultimate decision about an 'employee' rests solely at the discretion of the management team. In this case that management entity is the town Selectboard. As Recreation Board leaders, we are happy to provide feedback on the performance or areas of concern regarding any of our volunteers, and can provide anecdotal or written correspondence that speaks to the general performance of our members when questions about our members arise.

The Recreation board respectfully requests that these types of decisions regarding the reappointment or retention of Recreation Board members rests solely with the Selectboard and not be the responsibility of any or all members of the Recreation Board. There will be points in time in which these types of decisions might be difficult, and it is important that the Recreation Board members serve as information conduits without making decisive recommendations that could damage the working "team". There will certainly be occasions in which a board member's body of work will be extensive and will speak for itself. There may be times when the member seeking reappointment will require a greater breadth of discussion or information and we are willing to provide written evidence and/or verbal opinions regarding a member in those cases.

Thank you for your time and consideration. We look forward to our continued working relationship together.

Very Respectfully,

Jack Zeilenga
Chair, EM Rec. Board

Paul Winters
Vice-Chair, EM Rec. Board