

Diamondhead Country Club and Property Owners Association Membership Meeting Agenda
6pm, January 18, 2021
Diamondhead City Hall, Diamondhead, MS

Call to Order

Roll Call, Verify Quorum

Pledge of Allegiance

Approval of Minutes – Minutes of 12/21/20 were approved by e-mail vote on 1/5/21.

Approve/Amend Meeting Agenda

Presentation –

President’s Report

Committee Reports

General Manager’s Report

POA Members Comments on Agenda Items (limit 3 min. per person-must sign up ahead of time to speak-a maximum of 12 speakers)

Unfinished Business

Consent Agenda

Regular Agenda

1. 2021-01 - Motion to censure Karen Rayner, Treasurer of the POA Board for not following the adopted Board policy concerning Social Media.

In 2018 the POA Board adopted a “Social Media Policy.” The present Board adopted the same document several months ago and the approved minutes from the meeting where this was adopted show that the policy was unanimously approved. Excerpts from the Social Media policy include: “Employees refers to both full-time and part-time individuals and organizations under the employment of the POA, as well as board and committee members, consultants, contractors, volunteers, and anyone else working with or for the POA.”; “Employees will not post on Social Media any information, statements or images that are potentially damaging, disrespectful or harmful to the POA, its employees or its members.”; “If employees post about the POA on their personal pages, all such posts must not only comply with this Policy, they must also include a conspicuous disclaimer which states that the Employee’s opinions do not represent the opinions of the POA.”; “Employees will avoid antagonistic conversations

that pertain to the POA on Social Media and may request the assistance of the Social Media Manager to address any concerns and determine the proper next steps to handle the matter.”; and “Employees will treat everyone in the online community with respect. Any time an employee posts online, he/she is considered a representative of the POA and said Employee’s actions have implications for the POA.” (A copy of the Social Media policy is attached at the end of this agenda and supporting information.)

Ms. Rayner has violated the adopted Social Media policy as evidenced by the following sample of some of her personal postings:



Karen's Post



 Like

 Comment

 4



Karen Rayner

Sorry to say it but this shows such weakness. No brain power to think outside of the box. This isnt about community at all. This isnt about bringing our community together. It is about a small percentage and what they want. Real piece of shit move. **Congrats** Ernie. Now that you have parked your ass in the city hall for meetings, perhaps it makes you feel closer to the mayoral seat you lost.



2h Like Reply

4  

2



Karen Rayner

Golf courses are about 3 million to keep up. Not including country club etc. The pres talks about land values going down...check out the locations of members....

3



Karen's Post



4h Like Reply

1

View 10 previous replies...

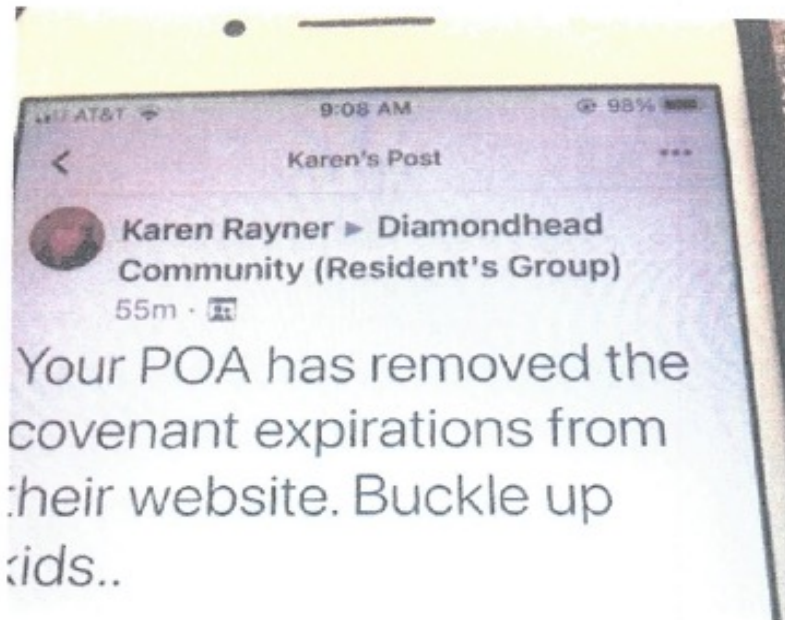


Karen Rayner

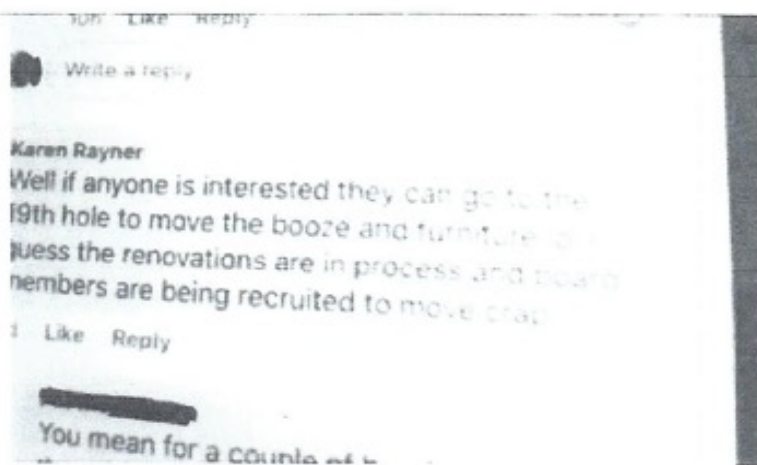
public?

Thats funny. To run on a platform of openness and then shove this up the residents ass....

4



5



Ms. Rayner is directed to immediately stop posting items that violate the adopted board policy on the use of Social Media and refrain from such postings during her time as the Treasurer of the POA Board.

2. 2021-02 - Motion to approve the Silver Slipper Agreement
3. 2021-03 - Motion to approve a directed audit of POA financials
4. 2021-04 - Motion to accept the revised bid of \$64,173 from SELA for repairs/remodeling the 19th Hole area.
5. 2021-05 – Motion to approve Safety and Environmental Committee Charter

POA Members Comments on Non-Agenda Items (limit 3 min. per person)

Adjourn

Regular Agenda Supporting Information

1. 2021-01 – Censure of Treasurer

GOAL OF THE PROPOSAL: To stop the improper postings by the Treasurer on Social Media

FINANCIAL IMPACT: None

2. 2021-02 – Silver Slipper Agreement

GOAL OF THE PROPOSAL: \$24,000 Direct Increase in Revenue, with other expected benefits by renewing the Silver Slipper Partnership.

FINANCIAL IMPACT: \$24,000 Revenue Increase. Cost determined by the Slipper's Guest usage whether for golf (no cost to us) or food, beverage or merchandise (without discount).

3. 2021-03 – Directed POA financial audit

GOAL OF THE PROPOSAL: In order to fulfill the pledge of transparency and full disclosure to our members, I am requesting the board approve a special directed financial audit. We do perform an audit yearly of POA finances however this does not address many questions as the financials published and furnished to me are generic and require further investigation. This is an attempt to save money and further streamline POA operations. However, I have been unsuccessful in receiving a baseline of proper information aside from the balance sheet and monthly financial. These documents do not represent a breakdown of costs for analysis. I had asked for the accounting file access in August of 2020. I was told by the GM Greg Abadie that I must present my request to the board for approval because there is personal information in the file. Questions shall be presented if audit is approved. Some of which may include:

- Complete inventories with receiving tickets matched to purchases
- Reason of high credit card usage and matching receiving tickets if inventory purchased and/or job number or cost center defined for each purchase.
- Cost of sales for Country Club, 19th Hole and Golf Shops. Please note this includes COGS, Employee and Operational Expenses to establish true cost.

FINANCIAL IMPACT: Information received from the directed audit will enable us to implement cost cutting measures, reduce shrinkage, assure members we are being transparent and help us maintain our 2021 budget.

4. 2021-04 – Accept revised bid of \$64,173 from SELA for repairs/remodeling of old 19th Hole

GOAL OF THE PROPOSAL: Accept the bid and augment repairs with POA-supported construction.

FINANCIAL IMPACT: \$64,173

5. 2021-05 – Approve Safety and Environmental Committee Charter

GOAL OF THE PROPOSAL: Ensure all committee members understand the goal of the committee

FINANCIAL IMPACT: None



Diamondhead

COUNTRY CLUB & PROPERTY OWNERS ASSOCIATION

DIAMONDHEAD PROPERTY OWNERS ASSOCIATION ("POA")

SOCIAL MEDIA POLICY ("POLICY")

This Policy provides guidance and restrictions ("Policies") for Employee use of social media, which includes but is not limited to Facebook, Instagram, Twitter, YouTube, blogs, online forums, e-newsletters and other sites that permit users to share information online (individually and collectively, "Social Media"). Here, "Employee" refers to both full-time and part-time individuals and organizations under the employment of the POA, as well as board and committee members, consultants, contractors, volunteers and anyone else working with or for the POA. The following Policies apply to the use of Social Media with respect to all POA matters.

SOCIAL MEDIA POLICIES:

- Employees will adhere to the POA's Code of Conduct ("General Code of Conduct") when using Social Media.
- Employees will not post on Social Media any information, statements or images that are potentially damaging, disrespectful or harmful to the POA, its employees or its members ("Damage Restriction").
- Employees will not post on Social Media any financial, personnel, proprietary, trademarked, non-public or confidential information about the POA ("Protected Information Restriction").
- If an Employee intentionally or mistakenly violates the Damage Restriction or Protected Information Restriction, he or she will immediately remove the post and follow up with a corrective post ("Posting Correction"), on the same Social Media platform account on which the restricted post was made, which: 1) clarifies that the restricted post was accidental, made in error and should not be relied upon in any manner; 2) clarifies that the restricted post was not intended to be damaging, disrespectful or harmful to the POA, its employees or its members; and 3) generally apologizes for any inconvenience resulting from the post.
- If Employees post about the POA on their personal pages, all such posts must not only comply with this Policy, they must also include a conspicuous disclaimer which states that the Employee's opinions do not represent the opinions of the POA.
- Unless otherwise approved by the POA board or the POA General Manager, only the POA's designated Social Media manager ("SSM") will post on official POA Social Media platforms.
- Employees will obtain written permission from the SSM before posting, editing or deleting content on the POA's Social Media platforms. This provision applies to all such posts including but not limited to referencing any covenants, conditions or restrictions applicable to the POA and responding to members of the POA. The SSM may be contacted by calling the POA at (228) 255-1900 and requesting to speak to the Social Media Manager.
- Employees will abide by all copyright laws when posting on Social Media and give the legally required credit to posted content.
- Employees will avoid antagonistic conversations that pertain to the POA on Social Media and may request the assistance of the SSM to address any concerns and determine the proper next steps to handle the matter.
- Employees will treat everyone in the online community with respect. Any time an employee posts online, he/she is considered a representative of the POA and said Employee's actions have implications for the POA.
- If an employee is unsure about any Policy or compliance therewith, he/she will contact the SSM immediately for clarification.
- Employees will be introduced to these policies at start date of employment and will revisit them no less than once a year.

I understand these policies and I will follow them in my actions on Social Media. I acknowledge receipt of the POA's General Code of Conduct. I will also work to ensure others follow these policies in our organization.

Employee Signature: _____ Date: _____

Form Date 3/28/2019