

Fairfield Glade

2026 Election Guide

Prepared and distributed by the Committee for Member Awareness

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Introduction

The Committee for Member Awareness (CFMA) strives to improve member/board relations and make Fairfield Glade Community Club members aware of issues they might not know of otherwise.

This year needs to be the *Members First Election*. CFMA chose this theme because the community needs to elect two candidates who will help transition the board to a more open, responsive and engaging style of governance, while restoring member trust, respect and confidence in our board.

**Members First
needs to be
the theme of
the 2026 election.**

Purpose of this booklet

This booklet is designed to outline the election process in Fairfield Glade, and take a step forward to rebuild responsible and responsive governance. It will serve as a quick guide to the Community Club's voting process, the importance of the 2026 election and how to best evaluate each candidate's qualifications to ensure your vote counts.

Club members need to be wise consumers when it comes to putting reliable, competent candidates forward to serve on the board of directors, and this election is important for the continued vitality of our community as a desirable place to live and retire. The tools in this booklet will provide insight on identifying and evaluating qualifications of the candidates, and stress the need for another record year of high voter participation to meet our community's needs.

Brief history

In 2006, Wyndham was forced to take lots back in a settlement with the state because of its predecessor Declarant's sales fraud. Since that time, member interest in elections has steadily declined from over 50% voter participation to under 30% in 2024. The reason is two fold:

- 1) The Wyndham lots, combined with the timeshare votes, began to control the outcomes of some elections, and
- 2) The election committee began asserting increased control over the communications process between members and candidates. By limiting interaction with candidates, and eliminating the

ability to ask direct questions, member engagement predictably faltered. Once members realized how high the hurdle is to get past Wyndham, participation dwindled. From 2009-2024, the Wyndham vote determined the outcome, in whole or in part, in eight of the last 10 elections. (There were five years in this span when there was no election because the number of candidates did not exceed the vacancies, also arguably attributable to the Wyndham vote.)

In 2025, the board created a controversy over one of the candidates who was challenging an incumbent, and voiced support for a highly controversial C&R amendment that was added to the ballot. A series of resident meetings revealed that the board was not completely candid about the impact of the amendment, much to the disappointment and anger of the residents. As more information was revealed, the more engaged—and enraged—the residents became.

The result: resident voter participation rate was close to 60%, nullifying the Wyndham vote and soundly rejecting the C&R amendment. For the first time in club history, Community Club members defeated an incumbent board member seeking reelection. (Note: CFMA is proud of its activity in the run-up to this election, endorsing the winner, and openly analyzing and communicating the flaws in the amendment and its potential harm to the community).

2025 election outcomes

Fairfield Glade residents learned a lot from the 2025 election:

- With the right information and properly motivated to vote, Fairfield Glade members can neutralize the impact of the Wyndham vote
- It takes 60% of resident lots being voted to be successful in neutralizing the Wyndham vote.
- When members are a vital part of the election process by inclusion—not exclusion—they are more motivated to vote at the level of participation needed to be successful in electing directors that put members and community first and establish that as part of our culture going forward.

**If members will
vote at levels from
2025, we can
and will neutralize
the Wyndham vote!**

Members can and do have the will to participate at a high level. There is no reason 2026 won't be a repeat. Let's prove that 2025 was not an anomaly.

2026 process

The CFMA submitted a plan to the Election Committee to return the process to the members, especially Candidate's Night. CFMA is pleased that most of the suggestions in that plan were adopted and the Election Committee added some of its own. If the committee follows through on its outline for the election process as sent to members in May, 2026 could turn out to be a true and historic Members First election.

In the upcoming election there are two open seats on the board. Directors are not elected by popular vote. They are elected by a majority of the voted lots cast (one lot equals one vote). If two property owners own a lot, they get just one vote between them. If there is just one vacancy, each lot gets one

vote. If there are two vacancies, like this year, each lot gets two votes which must be cast for two different candidates.

Members with email addresses on file with Member Records receive a ballot by email. Those who do not share email addresses receive a ballot by mail. If you do not receive emails from the Community Club, your email is not on file. If unsure, or want to begin receiving FGCC emails, including a ballot, contact Member Records, 931-484 3780.

How to learn the most about the candidates

When judging candidates, the resume is important, but it does not evaluate how he/she has handled challenges and situations in previous roles. Nor does it provide details about the skills and behaviors relevant to the position of director-at-large. That can best be done with competency-based questions and listening carefully to the answer. Some sample questions that probe into the nitty-gritty:

- What does transparency means to you?
- Why is transparency important to Fairfield Glade?
- Describe a time you were given a responsibility you've not faced before and how you handled it?
Were you pleased with the outcome? Why or why not?

To help develop questions of interest in specific areas (e.g., leadership, communication, transparency, etc.) do a Google-type search on competency-based questions on topics like leadership, team building, integrity or conflict resolution. If you use AI chatbots, you will also discover key things to expect in response. This process should be useful and interesting in the candidate assessment process. If you are not given the opportunity to ask questions, listen to the responses from questions asked by others.

Candidate answers to competency-based questions are useful in determining who will best serve on the board.

Candidate assessment and evaluation

The FGCC Election Committee does a commendable job organizing elections, communicating candidate biographical information and publishing candidate responses to questions selected from members' input. The CFMA strongly supports a more member-involved process.

Earlier this year, CFMA developed its own plan for vetting candidates, and the rest of this guide offers a do-it-yourself approach to making selections. Let's start with this job posting created by the CFMA to help members realize the seriousness of the position and responsibilities associated with being a director:

**Fairfield Glade Job Posting
Board of Directors, director at-large**

Education: Any undergraduate degree or an associate degree in business. In lieu of degree, five or more years of relevant business and/or managerial experience.

Work experience: Quantifiable achievements in a leadership position contributing to an organization's success.

Availability: Must be available for scheduled and unscheduled meetings of the board, as well committee(s) as the assigned board liaison. May involve up to 20 hours monthly. A willingness to serve as any board officer, including board president, is required.

Community knowledge and involvement: Reasonably well-versed in the FGCC governing documents, attended or live streamed several board meetings, has applied for or served on a key board committee is a plus, but not required.

Professional skills: Strong business acumen with skill(s) including financial analysis, budgeting, strategic thinking, dispute resolution, team building and interpersonal skills. Must be respectful of opinions of others and engage effectively with constituencies.

Personal traits: Independence of thought and action, a strong belief in open governance and transparency, common sense, principled and adaptable when required for the common good, strong willed, impeccable ethics, person of strong character. Understands that members are in the top box of the FGCC organization chart.

Strategic planning: Has practical experience in working with, maintaining and implementing a strategic plan.

Financial management: Demonstrates spending discipline and financial management in general; a strong business acumen with financial analysis and budgeting a plus; supports the obligation under the 2023 Reserve Study.

Leadership: Displays humility, sincerity and authenticity; is open to being wrong and correcting mistakes; exhibits empathy and demonstrates understanding and respect for the feelings and ideas of others; listens and learns from a variety of sources; possesses a clear vision and the ability to plan and organize effectively; willing to take unpopular but principled positions.

Communications: Presents all sides of an issue to clarify member understanding of issues; supports clear communications, not selective disclosure; avoids group think

General: Has a strong belief in the spirit of open governance; has an understanding that the community and member interests come before those of the Declarant; willing to serve in any board leadership position for which they are qualified; treats all members equally and with respect irrespective of personal feelings; has learned from the mistakes of past boards.

Assessment guide

Using the criteria from the assessment and evaluation section on the previous page, mark your score for the candidates on the form below using a 1-5 rating, with 5 being the most favorable. Total score reflects the following:

- 32-40 Ready now and best meets the needs for open and competent governance
- 24-31 Will do an acceptable job as he/she grows into the position
- < 24 Not ready

Candidate name:

Candidate Assessment Guide		
Qualifications		Score
Honesty and integrity		
Education		
Leadership		
Communications		
Personal strengths and awareness		
Financial management		
Independence of character and thought		
General/overall		
Notes:		
Total score		

Additional notes, comments or questions:

Candidate name:

Candidate Assessment Guide		
Qualifications		Score
Honesty and integrity		
Education		
Leadership		
Communications		
Personal strengths and awareness		
Financial management		
Independence of character and thought		
General/overall		
Notes:		
Total score		

Additional notes, comments or questions:

Candidate name:

Candidate Assessment Guide		
Qualifications		Score
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Notes:		
Total score		

Additional notes, comments or questions:

Decision time

Surprised by all the information for a small community election? You aren't alone. As CFMA members compiled criteria, we were also stunned at the depth of detail necessary to vet and vote for the right candidates for Fairfield Glade. This guide is designed to help because, chances are, you will not have the opportunity for a one-on-one conversation with any/all of the candidates. Keep in mind the most important points mentioned above, then read, listen and assess to see how each candidate does or doesn't match the criteria.

As a community benefit, CFMA plans to have conversations with each candidate, and then to publicly endorse the two candidates who best meet the criteria necessary to serve the community as board members. Make plans to join us for an open meeting on July 16, 1:30-3pm to ask questions and listen to the responses.

Conclusion

The CFMA appreciates the time you've taken to review this booklet, and we trust the content will be useful as you assess and elect the best qualified candidates to the 2026-27 board of directors.

The continuing vitality and responsible growth of our carefully planned community depends on you being involved in the 2026 election process. If you have never voted before, or have voted only sporadically, it is imperative to learn about the candidates and vote confidently in this election. Thankfully, voting is easy.

Be sure to vote this year and encourage your neighbors to vote, too!

If you voted in 2025, thanks for your help in achieving a new participation level. Be sure to vote again this year, and encourage your neighbors to do so, as well!

If you have any questions about this guide, the election process or any other information shared in this booklet, please contact Gerry Miller, gmwolverine@frontier.com.