

Ted Landers Answers to Election Committee Questions

Why are you running for our Board of Directors?

Multiple surveys have identified low approval ratings for the board and management. I plan to restore trust and transparency by incorporating results from focus groups and advocating for opening the Wednesday Board workshop to owners for non-executive items.

A document entitled “Common Characteristics of Effective Directors” was included with the Board of Directors application. Which of the “common characteristics” are your two strongest and why?

All of the 21 “common characteristics” are important, but these two stand out: Advocates for openness and democratic processes in all Board activities with emphasis on team decision-making and consensus. My reason for choosing is: FGCC Board must be more transparent by discussing non-executive items in open meetings. FG Members have the right to hear the discussion and learn if board members are advocating on their behalf. A simple solution is to restructure Wednesday’s Board Workshop so that the initial portion focuses on non-executive items, allowing members to attend, followed by the board entering into executive session. Respects Community Club staff and deals with them professionally. My reason for choosing: The Board establishes policy; the staff executes those changes. The optimal approach to advancing FG is when the board, General Manager and staff collaborate effectively. This includes the board's interaction with committees.

What governance experience (e.g., serving on a community club committee or serving as a member of another board of directors) do you have and how will that experience make you an effective member of our Board of Directors?

I possess over 25 years of experience serving on condominium and townhome boards, including a tenure as president of a 1400 lot private lake association. I also served on the Fairfield Glade ACC's subcommittee for Tree Policy. My past leadership and problem-solving experiences have prepared me to serve our community. Additionally, I have a big picture mentality and am unafraid to articulate the truth.

What is the most important reason why Community Club Members should vote for you as a member of our Board of Directors?

My Bio lists 7 items I will strongly advocate for if elected. The most important being (1) Board conduct non-executive items in open meetings, (2) limit scope and use of non-disclosure agreements, and (3) change the club's attorney.

What is one thing you have learned from your review of the FGCC Covenants & Restrictions (C&Rs) and ByLaws? Why was that important? What would you change?

Changing the C&R's is very difficult as requires 75% member approval. Would eliminate provision that limits contributions to Reserve Fund to a maximum of 25% of actual assessment amount. Would advocate for provision that Board abides by Tennessee Open Meetings Act.

The Club has an Amenity Reserve Fee charged on certain property transfers. Do you agree that this is a good plan to fund future amenities? Explain your answer.

The reserve study conducted in May 2023 identified 630 distinct capital items costing \$5,000 or more and calculated projected costs for upkeep or replacement. I am supportive of the amenity reserve fee, it is the most effective solution for generating necessary funds for the upkeep and replacement of Fairfield Glade's numerous amenities. The other three options are less desirable, such as: (1) a special assessment, which would likely fail, (2) substantially increasing monthly assessments, which members would strongly oppose, or (3) allowing amenities to deteriorate, similar to the fate of the old Druid Clubhouse. It is imperative that we maintain the club's numerous amenities to continue making Fairfield Glade a desirable and premier place to live. Truthfully, the club should have conducted a reserve study decades ago, which, if funded, would necessitate smaller annual financial contributions now.

The Druid Hills Project is scheduled to open in September. As a Board member, how would you measure the success of this sizable investment in the community?

It is a rare for a club restaurant to not be partially subsidized. That being said, success would mean a dramatic decrease in Club subsidy, consistently good food, minimal wait times and low staff turnover. Have real concerns about the "Adult Game Room". In the Druid planning survey members wanted a private dining room (7th out of 20 choices) and members did not want a game room (17th out of 20). I am a skeptic that an adult game room is best use of this space and is certainly not what membership wants. Why has there

not been a Power Point presentation to the members about the cost, what games will be installed and projected revenues?

Fairfield Glade is a not-for-profit club. Activities and investments in the community are funded partially through (1) individual user fees paid by members, guests, and visitors and partially through (2) community assessments paid by POA members. As a Board member, what changes would you support in how community activities and investments are funded?

The question leaves out the funding from “Amenity Reserve Fee” which in 2025 generated \$2,414,841 on 755 property transactions. There is no quick answer to this question. To properly answer this, I would need greater info on actual costs for each amenity. Let’s take golf as an example. I want to learn the true cost: total of all golf salaries & benefits, major projects (redo of sand traps & cart path replacement, etc), golf cart, course equipment purchases, fertilizer, Pro shops and Garage vs total revenue generated. With this info, we could actually make an informed decision about what percent of golf expenses are paid by golf fees and how much is funded by members monthly assessments. Golf is profitable and the largest amenity dollar generator. Believe is equally important that we spend our money wisely. The Bocce courts were too expensive at nearly \$400,00 for building only 2 of the 4 planned courts. Mistakes included no soil testing conducted before start of construction. Only after project was started was it learned 2 feet of soil needed to be removed and replaced with 2 feet of rock base. In addition, Plans specified wooden posts to support roofs. Only after roofs were built was it learned that wooden posts were not strong enough and had to be replaced with steel beams for an additional \$67,000. As a result of these additional “unplanned” major expenses only 2 of 4 courts were built. These are costly mistakes. We must do a better job of properly engineering and executing projects.