

Removal of Robert Burroughs from Cherokee Shores
Board of Directors

In accordance with Cherokee Shores Property Owners Association's Bylaws, Article VI, Section 6: "Should a Director of the Association be charged with conduct detrimental to the Association, the charge must be formally made at a meeting of the Board of Directors. The Board of Directors shall cause a formal charge in writing of misconduct to be presented at the next regular monthly meeting of the Board of Directors. The so charged Director may be removed from office by a majority vote of the members in good standing who are present at such meeting. Such removal of office shall be effective immediately upon canvass of the vote. A Director removal from office according to this section shall not be eligible to hold another Board position at any time."

I am requesting the resignation or removal of Robert Burroughs, Director of Special Projects, for the following breach of said Article stated above:

1. Repeated acts of refusal to work collaboratively with the current Board:

- a) After several written and/or verbal attempts for Robert to reply to text messages, phone calls and business emails by using the provided association email, he has refused.
- b) After several written and/or verbal attempts for Robert to comply with Board directives to install security cameras/system around administrative office and pool area, Robert has refused.
- c) After several written and/or verbal attempts to return the camera system/equipment, Robert refused. Only after he was sent a certified letter by the Association stating he would be charged with theft of the equipment; he returned it during June community meeting.
- d) After written and/or verbal attempts to address Robert's insulting, argumentative, aggressive and belittling behavior creating a hostile environment toward Board and community members in both personal and business conversations, he has refused.
- e) On Saturday, June 15, 2024, community members and employees reported that Robert verbally slandered members of the Board regarding meeting agendas and their decisions and that his demeanor was hostile and belligerent.

2 Refusal to abide by Parliamentary Procedures; Bylaws, Article VIII, Section I: "The President shall be the Chief Executive Officer of the Association and shall be selected by the members at the Annual Election and shall be responsible for conducting the General Meeting, Board of Directors and Officer Meetings."

- a) After written and/or verbal attempts to address Robert's behaviors at meetings by standing and speaking over the BOD and community members, he ignores the Association's Article VIII which states Board President is to preside and instill control over meetings.
- b) After written and/or verbal attempts to address his overwhelming, outrageous comments/accusations, outbursts, interruptions and obstructions at both board and community meetings towards members and Board, he has refused.
- c) After written and/or verbal attempts to address Robert's condescending behavior, he continues to belittle and criticize both Board and community members during monthly Board, community and Officer meetings leading to disruptive and unproductive meetings.

3 Hostility, harassment and threats via text messages and phone calls toward Current and previous Board members:

- a) On December 27, 2023 between the hours of 1:00 am – 5:00 am, Robert made numerous phone calls and/or harassing and threatening text messages to previous Board members and Architectural Chair. In addition, he sent derogatory messages to a former POA employee.
- b) After the April and May BOD and community meetings, Robert sent derogatory text messages to the Board and to several community members.

4. A Liability to the association and community:

- a) Because of Robert's actions and unrelenting behavior, 2 BOD Association members resigned because of frustration with his constant, ongoing barrage of tactics designed to intimidate to wear and tear down anyone who disagrees with him.
- b) Due to threats and harassment of various community members, it's been reported that reports have been filed with the Henderson County Sherrif's Department outlining Robert's actions/behaviors.
- c) The Henderson County Precinct 5 Constable issued a verbal warning to Robert because of his actions and unwanted phone calls and/or threatening text messages to previous Board members.
- d) On Saturday June 8, 2024 during the community meeting, without provocation, Robert verbally attacked, slandered and attempted to humiliated me. He made public accusations that I had received a pole saw during 2023 while I was the office manager. Firstly, I was not the office manager during 2023 but 2019-2021 and the theft of a pole saw was never reported or determined to be missing to my knowledge nor did anyone ask me about a pole saw. My duties included payroll, paying invoices, mass mailings and addressing community members' questions/needs. NEVER was I responsible for or had contact with equipment or materials requested by the BOD. My ONLY responsibility regarding equipment/materials was to connect purchase orders and receipts to invoices. The board member or hired personnel who ordered the supplies were responsible for obtaining equipment/materials/supplies and where they would be stored. This is a case of defamation of character and the BOD and community members should hold Robert accountable.

In closing, Robert Burroughs has had many opportunities to make changes to his disruptive behaviors. After numerous attempts by the BOD to address this list above, it has been unsuccessful. His unprofessional, unethical and unbecoming actions have resulted in hostile BOD and community meetings and can no longer be tolerated by this BOD and/or community. For Cherokee Shores to continue to move in a positive direction, our meetings cannot be constantly interrupted and diverted from our goals with unproductive rhetoric/actions from one BOD member who seeks to disrupt and/or destroy every idea that is discussed or that he does not agree with. With that said I am asking for the removal of Robert Burroughs from the Cherokee Shores POA.

Regards,

Victori Smith