



## Board of Directors President SAN DIEGO COUNTRY ESTATES ASSOCIATION

**Jeffrey Wells**

Greetings.

I hope you all had a fine Thanksgiving.

As many of you already know, November 26th was Darren Shaw's last day as our General Manager. I've spent some time in my President's Report discussing the positive changes that have been wrought here by his leadership. He had a great working relationship with staff and significantly increased the level of member service in most of our amenities. I will personally miss working with Darren who from my point of view was always helpful and ready to take action. I wish him the very best in his new position.

The Board is fully engaged in a process to find our new permanent General Manager who can meet the demands of this unique community and enhance its value to all of our members. The Board is very concerned that the many projects upon which staff are working continue their momentum.

Given that concern, as well as our desire to alleviate any additional managerial burdens placed upon the remaining managers as Darren exits, we have unanimously selected Pete Smith to serve as Interim General Manager. Pete has the operational experience we need having served as the General Manager of the Rancho Santa Fe Homeowners Association for 18 years. His responsibilities included management of the Osuna Horse Ranch, the Rancho Santa Fe Golf Course, sport fields, trail system, tennis club and their restaurant operation. Additionally, Pete provides additional insight into our operation, having lived in our community for over 35 years. He has a degree in Finance and has served on the County of San Diego's Audit Committee and as President of the County's Civil Service Commission. Pete has hit the ground running and is already involved and creating positive momentum in a variety of ongoing and new efforts.

Pete will be providing his services as a part-time resource. The effort of day-to-day management will be spread among other HOA employees during this interim period. As a result, there may be perceived changes in the way issues are addressed. Be aware that we will take care of business, but please also be patient as we work through this transition.

Thank you for your time.

Sincerely,

Jeffrey M. Wells  
SDCEA Board President