

## NOVEMBER 2021 NEWSLETTER

### **POKER, GOLF, FISHING (AND SKINNER BOXES)**

What do the first three items have in common? Yes, they are how bachelors and retirees spend their time. But the deeper question is why does anyone spend any time, let alone a lot of time, losing money at gambling, hitting balls into the lake, or standing in cold water waving a stick at trout who don't seem to be there?

I think I know the answer, and it's not simply because they are all ne'er-do-wells or between jobs. I think I know the answer because I am married to a clinical psychologist. The answer is that all these people are crazy.... Whoops. Miranda says that's not necessarily true. The real answer is that they have been conditioned by their experiences to repeat these activities even though they mostly fail at them. The technical term to remember here is "intermittent reinforcement." I think in English that means "deranged, but not crazy."

You probably know that psychologists spend a lot of time with rats. They often put them in plexiglass cages ("Skinner boxes"), mess with their brains, and observe their behavior. What happens if you add to their cage a little lever that drops a food pellet when the rat presses it? The rat eventually learns to press the lever when it wants food, which is pretty much all the time. Left to their own devices, these rats would probably eat until they grew to the size of Weimaraners. So, to prevent that, the psychologists implant electrodes in their brains to curb their eating and make them want to work out. They used to call that "doing a Richard Simmons." They can also hook the implant up to a computer and control the rat's little brain in other ways.

This reminds me of an incident in college where a friend and Psych major (not Miranda! Let's call her "Nancy") was assigned a rat and a Skinner box for her Psych course. Nancy's rat was to be trained inside its Skinner box, which itself was housed inside an unrefrigerated chest freezer designed to isolate the rat from light and sound as part of the experiment. The floor of the Skinner box was wired for electricity, so that it would administer a shock when the little rodent did something wrong, such as push a wrong lever or ask for a vacation. In any event, Nancy thought she had set the electrical current on low, just enough to give the rat an unpleasant

tingle. But Nancy, not being a qualified electrical engineer, set the dial not to “tingle” but to “fry the little bugger.” The first time that her little specially bred rat did the wrong thing, it exploded out of the Skinner box, out of the chest freezer, and flew across the lab. I think psychologists call this “punishing” the behavior. You can bet the rat saw it that way. It would never again do that wrong thing. Though miraculously still alive, it was not likely to do much of anything again. Nancy was issued a new rat.

But I digress. What does this have to do poker, golf, and fishing? Well, if Nancy were involved, everyone would be electrocuted whenever they touched a card, club, or fly rod and never do it again. Happily, she is not involved. (She decided to become a nurse and probably wires bedpans with electricity just to liven up the ward.) The real point is that psychologists have learned that when humans and other animals **only occasionally and unpredictably** win money, hit a good shot, or catch a fish, they can’t help themselves. They are drawn to repeat the behavior so strongly that they can become addicts. The strange thing is that, according to the leading psychologist in my house, if they were to win money, hit a ball, or catch a fish successfully every time they tried, they would soon tire of the activity. (I suspect there is a special exception to this for winning money.)

I don’t gamble, and I gave up golf when my golf club started to require carts, but I do fly fish a bit. In this case, “a bit” means more or less whenever the sun comes up, the water is liquid, and AH board business quiescent. But I am a lousy fly fisher, maybe the world’s worst. I am so bad that I’m sure I hear trout laughing when I approach a stream. But I can’t help myself. I catch a trout every month or so, just often enough that I am compelled not only to try again but also to spend ridiculous amounts of money on fishing gear.

So, if anyone in your life gambles, plays golf, or fishes with an unhealthy compulsion, please understand that they are just rats in one of life’s larger Skinner boxes. Let’s hope, though, that they are never struck by lightning when pursuing their compulsion; but if they are, let’s hope Mother Nature is careful to set the dial to “tingle.”

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As usual, the Newsletter offers variety this month. In addition to an informative report from Danny, you will learn about neighbors Paul and Joan Craft, be introduced to our new clubhouse administrator, Pat Amidon, learn of important new committees beginning work, and hear again From the Board.

As usual, don’t forget to drop me a line at [wells\\_dc@law.mercer.edu](mailto:wells_dc@law.mercer.edu) if you are willing to write something or be profiled for an upcoming newsletter. The usual deadline for getting finished articles, announcements, etc. to me is the 25<sup>th</sup> of the month. If they will need editing or other assistance, the earlier the better.

## Need help with a small household task?

Mark Kenning and Chris Wells are available to do minor handyman chores. Need grab bars installed, light bulbs changed, pictures hung, walks shoveled, stereos wired, holes drilled, nails pounded, planter repaired, someone to hold your ladder (or to climb up on one), or other minor tasks done *not* requiring a real pro or formal HOA approval.

Mark Kenning: [patamk7@gmail.com](mailto:patamk7@gmail.com)

970-889-5226

Chris Wells: [wells\\_dc@law.mercer.edu](mailto:wells_dc@law.mercer.edu)

478-361-2691

## Important Director Nomination Committee Deadline

The Adriel Hills Nominating Committee again encourages homeowners to run for the Board of Directors. *The deadline for submission of candidate bios is November 1<sup>st</sup>.*

Contact Rosalind Larsen with any questions you may have at [rosalind.larsen@gmail.com](mailto:rosalind.larsen@gmail.com)

## Meet Pat Amidon, Our New Clubhouse Administrator

Pat started work on October 12, under the tutelage of April Kemerling, who taught Pat the ropes for a couple weeks and will remain available for follow-up questions and assistance

Pat has a Bachelor of Science degree in Civil Engineering from the University of Texas. She recently left her career in engineering (project manager, structural engineer, land development, etc.) to start a new business with her husband. She has long and sophisticated experience dealing with contractors, billing, construction, and finance and comes with wonderful references. She and her husband are building a new business (*Door Doctor*; [Door-Dr.com](http://Door-Dr.com); 970-556-4391; [doordoc@yahoo.com](mailto:doordoc@yahoo.com)), and they agreed to take part-time work to make ends meet. She predicts that it will be 18-30 months before Door Doctor will be self-sustaining.

Pat's usual office hours will be 9:30-1:30 M-F. She looks forward to meeting our residents and helping Adriel Hills in any way she can. And if you need an electrical substation or bridge built, she's your engineer ...

## Volunteers Needed for Holiday Party on December 12

The Holiday Party is set for December 12 at the Clubhouse. Holiday decorating will start November 28. No special skills are needed, just a willingness to spend a little time helping to spread the workload and make this event successful.

**Holiday Party, Sunday December 12, 5:00-8:00 p.m.**

Please contact Betsy Towle ([mtowle0@gmail.com](mailto:mtowle0@gmail.com)) if you can help.

## New Adriel Hills Committees Getting to Work

### Website Committee

After a year of unsuccessful mining in this newsletter for help with our HOA computer and website, AH has struck gold! Please help by offering your website content suggestions to the committee.

The newly formed Website ad hoc committee is made up of the seven members:

Cathy Schott	<a href="mailto:aggieliq@msn.com">aggieliq@msn.com</a>	Co-chair
Judy Slaney	<a href="mailto:jloslaney@hotmail.com">jloslaney@hotmail.com</a>	Co-chair
Randy Crookston	<a href="mailto:randalc007@yahoo.com">randalc007@yahoo.com</a>	
Linda Donelson	<a href="mailto:lindadonelson@earthlink.net">lindadonelson@earthlink.net</a>	
Katherine Sundberg	<a href="mailto:katherinej.sunbberg@gmail.com">katherinej.sunbberg@gmail.com</a>	
Pat Amidon	<a href="mailto:adrielhills@gmail.com">adrielhills@gmail.com</a>	
April Kemerling	<a href="mailto:aprilkem@gmail.com">aprilkem@gmail.com</a>	

These committee members have volunteered based on being involved in the development, maintenance or use of similar websites.

The committee has been asked to identify features the Adriel Hills community is looking for. This could include items such as reports, records, business transactions and other documents residents want available to them.

Additionally, we have been asked to identify potential website providers and their services as well as the estimated costs.

If you have any specific idea, you would like the committee to include in their research, please send your suggestions to Judy Slaney or Cathy Schott so we can include them in the project list.

## **Landscape Committee**

The newly formed Landscape Committee is having a great start! It has eight members:

Randy Crookston            [randalc007@yahoo.com](mailto:randalc007@yahoo.com) Chair  
Ursula Ehmann            [ursulakehmann@gmail.com](mailto:ursulakehmann@gmail.com)  
Isabel Garity            [izzygarity@yahoo.com](mailto:izzygarity@yahoo.com) BOD Liaison  
Mary Griffin            [mgrifquilts@aol.com](mailto:mgrifquilts@aol.com)  
Claudia Parker            [randalc007@yahoo.com](mailto:randalc007@yahoo.com)  
Cathy and Rich Schott    [aggieliq@msn.com](mailto:aggieliq@msn.com)  
Judy Slaney            [jloslaney@hotmail.com](mailto:jloslaney@hotmail.com)

One of its projects is to walk all of AH to locate dead trees/bushes/shrubs/stumps, ask for resident input for projects needed, compile this list and prioritize it with Danny, and get cost estimates and present these to the BOD. At each stage results will be posted in the mail huts and on our web site. If you know of a landscape problem, please contact one of the members listed above.

A second project is to apply for local and federal grants. CSU has created extensive landscape plans using drought tolerant plants that will be used for these grants.

The committee always welcomes new members.

## **Hospitality Committee**

The Hospitality Committee has reformed to coordinate and oversee – but not necessarily take charge of – the various social and welcoming events through the year. The committee members are:

Betsy Towle            [mtowle0@gmail.com](mailto:mtowle0@gmail.com)  
Katherine Sundberg    [katherinej.sundberg@gmail.com](mailto:katherinej.sundberg@gmail.com)  
Miranda Pratt            [pratt\\_m@mercer.edu](mailto:pratt_m@mercer.edu)  
Iris Schachte  
Audie Hertz  
Marci Lockhart

Please let a committee member know if you would like to help in planning and managing an event.

## **Condo for Rent**

You will love this fully furnished executive rental in a resort setting; beautiful green space, par 3 golf course, indoor/outdoor pool, hot tub, sauna, pool table, tennis/pickleball courts, and a patio with a view. You are just 12 minutes from “Old Town” and 4 minutes to I-25. Open living with stainless steel appliances, granite countertops in the kitchen, W/D, large master bedroom with walk-in closet, outdoor courtyard in the front and patio in the back that is open to green space. Just bring your clothes and start living the good life! Available: now

1424 Adriel Drive

Fully furnished

2 bedrooms & 2 baths

One car garage + carport

Rent \$2200 - includes all amenities, cable, Wi-Fi, and utilities

Please contact Maggie at 719-459-7451

## **Appreciation**

So many are doing so much after the turmoil to make Adriel Hills again a vibrant, happy place. Focusing on the concrete enables us to grow in significant, positive ways. We appreciate their efforts.

April and Danny - for their courage in making the community aware of many issues.

AH BOD - for their perseverance and open-mindedness in listening and taking action.

Chris Wells - for editing our Newsletter.

Diane Kenning and Merete Cunningham - for volunteering to staff our office.

Mark Kenning - for taking BOD minutes.

Weeding Ladies - Connie Dedon, Sara Fry, Miranda Pratt, Lynn Robinson, and Judy Slaney for their clean-up work.

Ursula Ehmann - for planting and maintaining the hollyhocks by our northern fence.

Lydia Augustine - for planting and maintaining the sunflowers by our northern fence.

Sara Fry - for her care of the flower garden in the greenbelt area north of the clubhouse.

Chris Wells and Mark Kenning - for doing handyman work for residents.

Sharon Simon - for tending our library.

Many Residents – whose are taking positive actions in volunteering for committees and taking on other responsibilities.

I am awed, humbled and grateful,

Isabel Garity

## **Craft Family History**

Dear Neighbors,

I haven't known where to begin or how to tell the story of Paul's and my life and our shared life. I procrastinated while I enjoyed reading the family stories written by other neighbors. All my neighbors seem to have led extraordinary lives. Paul and I have been lucky to meet some of you over a glass of wine as we unwind on Tuesday afternoons and others at book club, community events, or the ever-popular yearly garage meetings.

Yesterday, I had lunch with my 18-year-old granddaughter, Ailey, and I was inspired by her insightful essay for her college applications. Several months ago, she came across a word she had never before heard – “sonder” -- and curiosity led her to research it. The word was unfamiliar to me, too, and when Ailey told me she planned to turn her thoughts about it into a college essay, I couldn't imagine how she would make it personal and relevant. “Sonder” is an old word with different meanings in different languages. It means everything from a Norwegian plumb line to a Danish tube, to the German meaning of “special’ as in Sonderweg or German Exceptionalism. In German, it could also mean exclusion, and I found an English meaning of “without.” A current meaning, profound to me, was coined in 2012 by Swiss American writer, John Koenig. Koenig uses sonder to mean “the feeling you get when realizing everyone around you has a rich and complex life just as you do.” Koenig's definition, which appears in the Dictionary of Obscure Sorrows, has no evolutionary trace. Some claim it isn't even a dictionary word, but the Scrabble recognizes it. And I, like my granddaughter, take writer's license to use it in the interesting way that Koenig coined. So much for the word play now, but back to it at the end.

The purpose of this writing is to introduce Paul and Joan Craft, who reside at 1957 Adriel Drive. We have lived in Adriel Hills since 2011, first at 1920 Adriel Court and since 2017 on Adriel Drive. I suppose our journey has been rich and complex. I know I have enjoyed it despite some tragedy along the road.

I was born in Denver, Colorado. In terms of distance, I haven't traveled far.

Paul was born in Wichita Falls, Texas, at Sheppard Air Force Base. He and his identical twin were the first set of twins born on the base; it is his claim to fame. He spent his early years in Stillwater, Oklahoma, his mother's hometown. Both his parents attended Oklahoma State University, where they met. Paul's father owned a bottling company in Stillwater, and as a kid, Paul and his two brothers helped at the plant. They stood on crates to check bottles for mice or

other undrinkable contaminates and load the bottles into cartons. Along with their father, they were the only laborers. When Paul's younger brother developed asthma, Paul's father, who had grown up in Arvada, Colorado, jumped at the chance to move the family to Wheatridge, Colorado. In Colorado, Paul's father turned to real-estate. Over the years he purchased run-down properties and with the help of Paul's mother, remodeled and rented them. Paul's youngest brother and sister were born in Colorado. Finally, a girl on the fifth try.

My father, George, grew up in Eastern Colorado. He survived the dust bowl days that sometimes closed the schools and, at only two years old, avoided catching the flu of 1918-1919. As the next to youngest and first boy after four girls, he was spoiled. A brother was born four years later. His sisters taught him to read before he started at the one room schoolhouse, and one fellow student later told him, "George, you are the reason I never learned to read well." Dad asked, "how so"? The claim was that the teacher always called on Dad to read aloud. Dad lost his mother when he was 12. Dad's family, according to Dad, was the poorest family in the area. My grandfather worked from morning until night, but he was no farmer. My cousins currently own acres of land in Eastern Colorado.

Dad chose not to farm and moved to Denver when he was a young man. He met my mother at Asbury Methodist Church, the church I grew up attending. Mom was an excellent student and earned a scholarship to college but decided instead to marry Dad. Dad worked for the Federal Government at the Rocky Mountain Arsenal. He started working before World War II. He was highly allergic to the mustard gas that the Arsenal was producing, so he was given an office job. He was drafted into the Army late in World War II. At 29, he was the oldest of the draftees; the cut-off age for the draft was 30.

After hearing the standard recruit advice of "never volunteer for anything," Dad stayed silent as the sergeant questioned the recruits. He was surprised when the sergeant called his name to step forward and "volunteered" him for the intelligence corps. His group was told they would be sent to Italy and were given a quick course in Italian. Then, as Dad put it, "in the wisdom of the military and the government, they sent us all to Germany." The war with Germany was over when Dad arrived. When asked what he did in the service, he always said, "I sorted paper clips" as a supply officer. His younger brother was a belly gunner, who unlike many others with the same assignment, survived. On returning to Colorado, Dad again went to work at the Rocky Mountain Arsenal. He rose to be Comptroller.

When my two brothers and I were young, Mom stayed home as was customary in those days. But Mom later went to work as a secretary for the State of Colorado. She was a walking dictionary, a fast typist, and knew grammar. Maybe, I wouldn't have gotten a "C" for grammar and spelling on my English papers if I had let Mom read them.

My parents and close friends built two homes in Wheatridge when I was in second grade, one for us and one for the friends' family. Mom and her friend laid most of the brick. I played hopscotch on the basement floor with the two girls of the other family. We spent summers exploring the Rocky Mountains and camping with these close friends. I loved the outdoors when I was small but hated it as a teen – all those bees and wasps! Before his death at 98 in 2015, Dad completed writing the family history that he and Mom started. My youngest brother

and I had it published--just for the family.

Both Paul and I were babies during World War II. We are part of the "Lost Generation," as no one seems to know where we fit. I alternate between claiming to be part of "the Greatest Generation" and part of the "Baby Boomers." It depends on what those Boomers are up to. We heard about the dust storms, the depression, and World War II, but experienced none of them. I believe we were the "Lucky Generation."

Paul was in eighth grade when his family moved to Wheatridge, Colorado. We met in eighth grade English class. Paul was the tall skinny boy who sat two rows behind me. It wasn't love at first sight. As I tell the story, he followed me through junior high and high school, albeit at a distance until our senior year. We began dating at the end of the year and attended the senior prom together. We were the Wheatridge High School Farmers. As far as I know, no farmer has objected to Wheatridge High's mascot. Paul then followed me to Colorado State University – uh, not really. We just both ended up at the same university. Paul studied mechanical engineering, and I studied history and English with the goal of obtaining a teaching degree and keeping my grades just barely high enough to get into grad school should I ever want to go. The football stadium was located on campus, somewhere near today's stadium but held no resemblance to the current stadium. C.S.U. had the longest losing streak of any college football team. Our cheer was, "stand up for the kick-off, block that kick." We did have a winning basketball team.

By the end of Fall quarter 1964 (yes, "quarter," that was the early days before the switch to "semester"), I had accumulated enough credits to graduate, and we decided to marry and live in Ft. Collins until Paul finished in the Spring. I am sure my parents were delighted to plan a wedding for December 19, in the middle of the Christmas season. My father managed to invite enough people to fill Asbury Methodist Church for the first time in years. We had no place to live, so Paul's father, who claimed to be able to move anything (not an empty brag), pulled an old mobile home out of a rocky canyon in the mountains. We fixed it up and settled it in a small trailer park just south of the current Dairy Queen on south College. That just happened to be the southern edge of Ft. Collins in 1965. Hard to imagine now.

We moved back to Wheatridge after finishing college. Paul worked for Dow Chemical, and I taught high school English (any grammatical errors in this writing are the fault of my editors, Chris and Miranda). Our oldest daughter and our son were born during the few years we lived in Wheatridge. We were delighted when Paul got a job with Kodak in Windsor. In February 1972, we moved to Ft. Collins. We chose the north edge of the city and purchased a house on Dayton Drive, just one block south of Country Club Road. Our first Ft. Collins home is only a five-minute walk almost directly north of Adriel Hills, again we haven't traveled far. Our youngest daughter, Lisa, was born May 1, 1972.

In the early eighties we moved to Lindenwood, where the buffalo once roamed. A group of our northern neighbors did own a small herd of buffalo that grazed on the undeveloped north side of Lindenmeier Lake and, believe it or not, buffalo could jump the fences. They sometimes ended up in neighboring yards, even north of the ditch (more sophisticatedly known as the canal). I told Paul that when the north side of Lindenwood was developed, that was where I wanted to live. The buffalo went and development on the north side of the lake was started.

We bought a lot on the lake and had a home built. We loved watching the sun set over the lake.

There were many good years as we enjoyed the family life and shared the journey with friends. Deciding I was not meant to teach, I went back to school and got a master's degree in Educational Media and became the Media Specialist for Longmont High. A Media Specialist is a librarian with training in various types of media. I loved the job.

All three of our children attended college. Our oldest tells us that she never remembers a time when she didn't think that college was just the next step after high school. Both Lori and John graduated, and Lori went on to get her MBA. Unfortunately, tragedy struck in June of 1994. Lisa went to Costa Rica with a friend and neighbor who had spent a semester of college there. Lisa loved animals and had taken a semester off the year before to study monkeys on a small island off the coast of Puerto Rico. She and Michelle planned to study the ecology of Costa Rica. They were staying at a bed and breakfast and doing some writing for the owner. Lisa planned to graduate from CU after finishing one more semester of her double major in biology and chemistry. Then, her intention was to go to school and become a veterinarian. She and Michelle went for a day at the beach, and according to Michelle, who managed to make it to the safety of the beach, they were only wading in the water, when a rip tide threw them out to sea. Lisa never made it back. A big hole was ripped in our lives, and it remains ever a part of our days.

Our daughter Lori and her family live in Parker, Colorado. We have three grandsons, one living and working in Ft. Collins, one at CU, and the youngest still at home as a senior in high school. Our son John and family live in Ft. Collins. Our oldest granddaughter is a sophomore at CU. She lives in the sorority house and has a job with CU's Athletic Department. She loves college. Our youngest granddaughter is a senior at Poudre High. We are lucky to have all our children and grandchildren nearby. We hope that this is a good year for the country's school children and all of us.

After Lisa's death, I really struggled, and for me some real healing occurred when Kodak gave Paul a chance to go to Xiamen, China, and teach purchasing at the plant that was a joint venture with the Chinese. Paul had been the Manager of Purchasing at Kodak Windsor and was considering early retirement as Kodak was going downhill. Then the chance to go to China came up. I took a sabbatical from Longmont High. My school community did two special things for me. They were my main support group when Lisa died, and they allowed me to take a sabbatical to go with Paul to China.

China turned out to be a highlight of life for both Paul and me. China was opening at the time, and the people treated us as guests in their country. Kodak believed our cushy assignment was a hardship, and we didn't bother to tell them differently. Kodak sent us on vacation every three months – after all we deserved a break from the hardship. We visited Thailand, Bali, Australia, Malaysia – just to name a few. I toured China at least three times when guests came from home. Paul was able to go with us part of the time. I enjoyed breakfasts with new friends, shopping, playing bridge and Mahjong, our apartment/hotel pool and more. It is easy to see why I loved it.

Paul loved it too. He enjoyed working with the Chinese people. China is such a different culture from our own. We were often amazed and amused at what the culture showed us. I had not before seen milk delivered by goat cart traveling down the street filling containers with fresh milk. We learned about snake wine and lizards on sticks for making tea if one caught a cold – both very healthy, or so we were told. I know the Chinese were equally intrigued and amused by us foreigners. We seemed to learn or see something new every day. We ate at local restaurants, family style, with friends. The food (especially the veggies) was delicious. My stomach never felt so good. For \$4 U.S. we could have all the food we wanted, a beer for Paul, and Coke for me. We know our experience was more immersive and educational than a casual tourist.

On returning to the States, Paul retired in 2000. We sold Lindenwood and moved around, living in Windsor, Longmont, Greeley, and Mexico. Paul worked part-time for Frontier Airlines, mostly to get the flight benefits. In 2001, we purchased property in Mexico near the small town of Puerto Morelos which is located 30 minutes south of Cancun and 30 minutes north of Playa del Carmen. I retired in 2004. In 2008 we built a beautiful house on the ocean. We enjoyed it until 2017 when we decided to sell. Most ask why? We were not familiar with the destructiveness of the ocean – everything rusts; the beach kept eroding. Still, it was a lovely location and a great town, and we miss the beautiful Caribbean. In 2011 we had purchased our first house in Adriel Hills on Adriel Court and then moved to Adriel Drive in 2017. As one friend says, perhaps, our final move before on to the great unknown.

Today, Paul enjoys Kiwanis and works out 5 days a week at the gym. We both play bridge, enjoy dinners out with friends, and our frequent family get-togethers and vacations. We have enjoyed participating in Adriel Hills activities and getting to know some of our neighbors. We often eat breakfasts out with another couple, ranging from Walden to and Laramie, Wyoming. We like to spend winters in Ajijic, Mexico, 30 minutes south of Guadalajara. We plan to do that this winter if our health and Covid cooperates.

I don't know many of you, but I have a "sonder" of what the last couple of years have been like for you. Sonder is the profound, individual realization that each person you meet is living their own life, that each person has their own world fitted with their own personal worries, pains, pleasures, ambitions, routines, tragedies, fantastic experiences. So, as someone once said, "I'm unique, just like you and everyone else ...." We are unique, but we are not alone. We have many shared experiences, some good, some bad. Recently, of course, it's been the pandemic. I hope that our shared experiences cause us to give more thought to what we have in common and the empathy that "sonder" implies can bring understanding and healing.

*Joan Craft*

## Manager's Report

November brings a change of weather that is what I like to call cozy. I love cooking dinner while it's snowing outside, fireplace going and Annie relaxing on the couch with JoJo our dog and Ruby our cat. It just feels right.

We are in the midst of draining the irrigation system. Usually, it takes a day, but this irrigation season will end much like it began. With a lot of hard work and hope that we can get as much water out of the pipes as we can. You will see us all over the property opening the green box lids you see all around. Once in the box there is a valve with six nuts holding the top to the base, this is where the control clock tells the valve to open then close when the watering time is met.

We will take the top off the valve and let the watering zone lateral lines drain by gravity. Hopefully we can get most of the water out, so we don't crack pipes when it freezes in the upcoming weeks and months.

You will see Davey tree on the property grinding stumps and taking down dead limbs too high for us to reach. Davey tree has been taking care of our trees for 22 years. They know Adriel Hills trees.

We are also doing some projects that have been put on the shelf for a long while. I don't know how many of projects we will get to, but we will get to them.

From this point on your landscape request will need to go through the Landscape committee. I have turned the ones I have over to them so they can set priorities.

The golf course is now in winter mode. That means there will be an extra hole in the greens so golfers can move the flag from hole to hole. The tees will be closed to golfing but there will be a winter tee box cut for each hole. We will be watering greens by hand throughout the winter. Remember if the temperature is 41 degrees or lower, please stay off the golf course.

I just want to remind folks, please do not park on the street in front of your home. Either use your garage or use a parking space.

Please keep the clutter around your homes clean, picked up and out of sight. Remember these areas are not for storing your stuff. These are common areas, and the HOA is responsible so if you have clutter or have planted trees without letting the HOA know, you will need to remove them. If nothing is done the Board will be notified. Please do not put this HOA in the position to have too levy fines for this.

We all love our dogs. Please remember to pick up the leftovers when you walk your pooch. Don't leave it for someone else to clean up.

I am finding too many cigarette butts around the property; if you smoke or have someone smoking in your home, please remind them that our open and green space is not an ashtray. PICK YOUR BUTTS UP!!!!

We are putting together a new snow removal plan. In the past day guys were hired and paid cash to shovel snow. This won't happen again at Adriel Hills. We have purchased a new Ariens 36-inch snow broom. This piece of equipment will eliminate the need for so many shovels. We will still do our share of shoveling; there is no getting around it. We look forward to our new plan, all we need is snow!!!!

We are fortunate to live in such a nice community. It is beautiful, quiet, and peaceful. But it is the folks that live here that make the difference.

## **From the Board**

### **Director Resignation**

Paul Bruck submitted his resignation in late October. He has some very pressing personal matters that will occupy his time in the near future. He emphasized that he regrets having to resign, because he has enjoyed his service on the board and for the community and thinks only the best of Adriel Hills.

### **New Director, Cathy Schott**

Following Paul's resignation, the board voted to invite Cathy Schott to fill out the remaining weeks of his term until new directors are elected in December. Cathy has long experience in banking and finance and will assume Paul's officer role of Treasurer.

### **Open Discussion about Property Management Alternatives**

The board announced at the October meeting that the November board meeting would set aside about 30 minutes to invite comments from all attendees about the open Adriel Hills Property Manager position and possible management alternatives. The position of Property Manager is currently open.

Several alternatives have been mentioned by community members for addressing management needs. One is to conduct a search to fill the open position of Property (or Community) Manager using an updated position description (see a preliminary draft of position description below). That would continue the practice of the past 14 years or more or having a full-time manager on site with a support staff. A second suggestion is to engage a property management company (PMC) to manage from the outside, presumably using their own staff and hiring outside contractors as needed. Past board have investigated that alternative as recently as 2018 and 2014

with no success. A board report in 2018 found that all but one of about a dozen well-regarded local PMCs invited to talk with Adriel Hills declined to participate. Their reluctance stemmed largely from their unwillingness to manage a golf course and a clubhouse/swimming pool. The one PMC that did express some interest apparently was unable to promise cost savings or management without significant changes to our services and did not submit a proposal. It is possible that in the intervening three years these PMCs have changed their minds or that others have come to our area. A third suggestion involves having an on-site manager or administrator who coordinates outside contractors to handle our needs, perhaps with the support of some on-site staff. One aspect of this alternative might be to outsource golf course management. Because the golf course consumes, directly or indirectly, a large proportion of the AH annual budget, it would be helpful if savings could be found there.

Other alternatives and hybrid plans might be possible. The board hopes to hear your ideas, suggestions, and concerns.

### **Preliminary Draft of Property Manager Position Description**

The board has been working on updating the current Property Manager job description. This is the current working draft:

#### **Property Manager Position**

#### **Adriel Hills Condominium Association**

The Adriel Hills Condominium Association is looking for candidates to fill the position of Property Manager.

Adriel Hills is an attractive, verdant, 57-acre condominium subdivision tucked onto the northeast edge of Fort Collins, CO. It has 177 individual housing units, a six-hole “executive” golf course, tennis/pickleball courts, indoor/outdoor swimming pool, and a clubhouse. It was originally developed in the early 1970’s and building continued into the 1990’s.

The Property Manager of the Adriel Hills Condominium Association is employed by, and reports to, the Board of Directors. Although the Manager acts on behalf of the Board and at the specific instruction of the President of the Board, the position is envisioned as a working manager with the time divided between “inside” management and “outside” grounds supervision and maintenance and repairs.

There are currently five staff positions that report to the Manager – an operations manager, two grounds staff members, a half-time administrative services coordinator who runs the clubhouse business office, and a part-time clubhouse housekeeper. The bookkeeping functions are performed by an off-site contractor.

As directed and approved by the Board, the Manager will, when required, recruit, select, and hire all employees for the Association as well as to ensure the satisfactory job performance of all year-round and seasonal personnel, and to maintain records of actions taken. The Manager will prepare written performance evaluations for year-round employees to be reviewed with the Management Committee and the employee no later than February 28<sup>th</sup> of each year. Additionally, the Manager recommends salary and benefit programs to the Management Committee and to implement these after Board approval. The Manager may terminate

employees only with the approval of the Board. Finally, it is important that all employees perform all work assignments safely to avoid personal injury and damage to facilities and equipment.

The Manager will work with the Management Committee and the Board of Directors to prepare the annual budget.

The Manager will work with the Board of Directors and the Administrative Coordinator to prepare and distribute agendas for various meetings.

The Manager will negotiate Association insurance coverage on an annual basis in consultation with the Board.

The Manager must possess reasonable computer skills to be able to send emails, construct spreadsheets, maintain and access electronic records and otherwise to conduct normal business affairs as needed.

Excellent people skills are required. The Manager will be involved regularly with staff, and outside contractor and consultants, so professional demeanor and practice is essential to success. The Manager must possess the skills to listen to homeowners when they report problems and to respond promptly and appropriately.

The Property Manager will learn, understand, and act in every way according to the Adriel Hills Condominium Association guiding documents including the Declaration, By-Laws, Rules and Regulations, and Policies and Procedures.

A high school diploma is required for the Manager's position, but either an associate degree or bachelor's degree is desirable.

## ADRIEL HILLS CALENDAR

### Administrative and Management Office Hours

Administrative Office	M-F 9:30 a.m. - 1:30 p.m.
Management Office Hours	M-F 8:00 a.m. - 3:30 p.m. Lunch approximately 12:00 a.m. - 1:00 p.m.
Thanksgiving	Office will be closed November 25 <sup>th</sup> and 26 <sup>th</sup>

### Community Activities/Events

Clubhouse/Library/Pool	Daily 8:00 a.m. - 10:00 p.m.
Tennis	MWF 8 a.m. or as otherwise agreed
Pickleball	Tuesday, Saturday 8:30 a.m. Thursday 7:00 p.m. or as otherwise agreed Location: Tennis Courts
Book Club	Last Wednesday of each month 10:00 a.m. in Clubhouse
Game Night	Thursday 4:00 p.m. - 6:00 p.m. in Clubhouse
Wine & Unwind	Tuesday 4:00 p.m. - 6:00 p.m. Location: Grassy area behind Kedron Drive units (weather permitting) Location: Clubhouse (weather not-permitting)

### Maintenance Projects

*Scheduling may change due to weather or other factors*

We will start to gravity drain the sprinkler system of water next week.

In a typical year we can usually get this finished in a day. But this year with the compromised irrigation pipe joints we cannot use air to push the water out. So, we will use gravity. This means that we will have to open every green box you see around the property and unbolt the top part of the scrubber valve that either lets the water flow or stops it depending on what the control clock tells it to do. This will take many weeks of hard work. So, unless it's an emergency we will focus on this for the next 6 weeks.

### Board of Directors' Meeting

Board Meeting: Tuesday, November 16th, 6:00 p.m. via ZOOM (Connection to zoom meeting will be available on the Board agenda the week prior to the meeting); agenda and Treasurer's Report will be emailed or distributed to pigeonholes for homeowners and posted on the website.

# **ADDENDUM No. 1**

## Water-Efficient Landscape Consultation Report

# Water-Efficient Landscape Consultation Report



<b>Contact Information:</b>	
<b>Property/Community Name:</b>	Adriel Hills
<b>Date of site visit:</b>	September 30, 2021
<b>Property Contact - Name:</b>	Chris Wells
<b>Property Contact - Email address:</b>	wells_dc@law.mercer.edu

**Subject: Site visit to review Adriel Hills landscape**

Dear Chris Wells,

This report presents you with a follow-up and suggestions for the next steps from the site visit on September 30, 2021.

## **General Property Information:**

The HOA was built over 50 years ago (1970s) and is comprised of 177 homes. All landscape is HOA managed, including the areas adjacent to the condos. HOA members have discussed converting all or a portion of a large turf greenspace (along the canal) to native grasses, but the proposal was previously voted down. Now that a few years have passed and water scarcity has continued to be a pressing issue, property representatives think the community might have more buy-in and hope to revive this landscape conversion or a similar water-conserving project.

The HOA receives water from three wells (100', 120', 130') and 1/4 share of leased water (part of which is Baker Lateral) that comes in through the Larimer and Weld Canal. The static line for the wells has dropped 28-35 feet in recent years. With 2 miles of mainline irrigation on the property, it provides raw water to approximately 800 irrigation heads.

**During the site visit, we were shown and/or discussed the following locations:**

<b>Location One:</b>	Greenspace along Larimer and Weld Canal
<b>Greenspace along Larimer and Weld Canal Topics of Concern:</b>	<ol style="list-style-type: none"> <li>1. Landscape use/functionality</li> <li>2. Water Usage</li> </ol>
<b>Greenspace along Larimer and Weld Canal Recommendations:</b>	
<p>We discussed the current use of this area as being relatively minimal, with occasional users walking the length of the canal. Given the expansive size of this area and the resources (water, money/time for maintenance) required to maintain it, we recommend converting a portion of the area to native grasses or revisiting the landscape design provided by CSU landscape design students. It sounds like the layout of the irrigation zones is conducive to converting a section parallel to the canal into native grasses with a walking path (similar to the CSU design you mentioned) while keeping the other zones as existing turf. Approaching the project in phases can foster greater community buy-in.</p> <p>Steps to consider:</p> <ul style="list-style-type: none"> <li>• Identify zones and spacing along the canal that can be eliminated.</li> <li>• Communicate water savings, plant information, design, and ability to increase native habitat to the residence.</li> </ul>	

<b>Location Two:</b>	Tennis court turf area/common space
<b>Tennis court turf area/common space Topics of Concern:</b>	<ol style="list-style-type: none"> <li>1. Landscape use/functionality</li> <li>2. Plant/tree health</li> <li>3. Water Usage</li> </ol>
<b>Tennis court turf area/common space Recommendations:</b>	
<p>Because this location is more used/trafficked than the canal greenspace, this would be a less ideal location for turf conversion. We'd encourage you to pursue an irrigation audit (we have you on our referral list for next spring), which could help to identify areas within your system that might benefit from efficiency upgrades.</p> <p>We also discussed the remaining lifespan of the large cottonwood tree. Although it looks healthy for its age, we'd recommend shadow planting a new tree nearby if you'd like to maintain a tree canopy in this location after the cottonwood dies. The tree pickup program we mentioned during our conversation is unfortunately only available to City of Fort Collins residents however, the tree list provided by the city is still a relevant resource for you to reference when selecting a tree species that are adapted to our region's climate and soil conditions.</p> <p><a href="https://www.fcgov.com/forestry/approved-street-trees">https://www.fcgov.com/forestry/approved-street-trees</a></p>	

<b>Location Three:</b>	Small "tree lawns" in front of condos
<b>Small "tree lawns" in front of condos Topics of Concern:</b>	<ol style="list-style-type: none"> <li>1. Water Usage</li> </ol>
<b>Small "tree lawns" in front of condos Recommendations:</b>	
<p>These locations are tricky (although not impossible) to convert due to both the heavy shade and dense root systems of the established trees. Survey residents regarding aesthetic preferences to determine the preferred plant to rock ratio. Some dry shade-tolerant perennials to consider for these spaces include:</p> <ul style="list-style-type: none"> <li>• <a href="#">Sweet Woodruff</a></li> <li>• <a href="#">Lamium</a></li> <li>• <a href="#">Coral Bells</a></li> </ul>	

<b>Location Four:</b>	Buffer from new development
<b>Buffer from new development Topics of Concern:</b>	1. Noise/aesthetic buffer as well as screen for golf balls
<b>Buffer from new development Recommendations:</b>	
Consider planting screening trees now to allow for establishment and growth before development begins. Check with the city/developers regarding the buffer they have planned for between the two communities. This might help determine the mature height of your species selection and the density of planting.	
Tree Selection: <a href="#">Right Plant, Right Place</a>	

## Next steps to consider:

### General Considerations

1. Consider breaking up your project into two or more phases to make it more budget friendly and easier to manage.
2. Survey property residents/employees/stakeholders to determine their landscape preferences and help guide changes.
3. Create a plan for educating residents/employees/stakeholders about landscape conversion efforts (timeline, expectations for appearance during establishment, etc.).
4. To reduce costs associated with redesigning your irrigation system, consider the layout of the irrigation zones in choosing the shape and location of conversion areas.
5. Work with a certified landscape contractor to determine an appropriate maintenance plan for existing/newly installed plant material.

### Plant Recommendations

- Alternative Grass or Grass Blend – [Native Blend](#)
- Perennials – [Plant Select](#)
- Perennials – [Garden in a Box](#)

### Relevant Factsheets

- [Native Grasses](#)
- [DBG Western Best Practices](#)
- [Landscape Renovation Resources](#)
- [Colorado Golf Industry BMP Guide](#)
- [Audubon ACSP for Golf Program](#)