

# VASHON PARK DISTRICT (VPD) BOARD OF COMMISSIONERS MEETING MINUTES

Teleconference and In person, 6:15 pm  
DATE: January 13, 2026

Commissioners attending: Sarah George, Bob McMahon, Hans Van Dusen, Josh Henderson and Abby Antonelis.  
Commissioner(s) not in attendance:  
Staff attending: Tim Stapleton

ISSUE	DISCUSSION AND OUTCOME	FOLLOW UP																		
<b>Call To Order – Review Agenda</b>	Sarah George called the meeting to regular order and reviewed the agenda.																			
<b>Swearing In</b>	<a href="#">Sarah George</a> and <a href="#">Abby Antonelis</a> took their oath of office. The oaths are linked by clicking on their respective names.																			
<b>New Board Positions</b>	<p>The board discussed who should serve in the officer roles. After a brief discussion, Hans Van Dusen moved to elect Abby Antonelis as Chair, Hans Van Dusen as Vice Chair, Bob McMahon as Treasurer, Joshua Henderson as Secretary, and Sarah George as Member At-Large. All voted in favor.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Position</th> <th style="text-align: center;">2025</th> <th style="text-align: center;">2026</th> </tr> </thead> <tbody> <tr> <td>Chair</td> <td style="text-align: center;">Sarah George</td> <td style="text-align: center;">Abby Antonelis</td> </tr> <tr> <td>Vice Chair</td> <td style="text-align: center;">Joshua Henderson</td> <td style="text-align: center;">Hans Van Dusen</td> </tr> <tr> <td>Treasurer</td> <td style="text-align: center;">Bob McMahon</td> <td style="text-align: center;">Bob McMahon</td> </tr> <tr> <td>Secretary</td> <td style="text-align: center;">Keith Prior</td> <td style="text-align: center;">Joshua Henderson</td> </tr> <tr> <td>At-Large</td> <td style="text-align: center;">Hans Van Dusen</td> <td style="text-align: center;">Sarah George</td> </tr> </tbody> </table>	Position	2025	2026	Chair	Sarah George	Abby Antonelis	Vice Chair	Joshua Henderson	Hans Van Dusen	Treasurer	Bob McMahon	Bob McMahon	Secretary	Keith Prior	Joshua Henderson	At-Large	Hans Van Dusen	Sarah George	<p><b>Motion to elect Abby Antonelis as Chair, Hans Van Dusen as Vice Chair, Bob McMahon as Treasurer, Joshua Henderson as Secretary, and Sarah George as Member At-Large</b> Pass 5-0</p>
Position	2025	2026																		
Chair	Sarah George	Abby Antonelis																		
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At-Large	Hans Van Dusen	Sarah George																		
<b>Public Comment</b>	No public comments.																			

<p><b>Approval of Minutes from December 9, 2025 Meeting and Preliminary Vouchers from December 4, 2025 – January 8, 2026</b></p>	<p><b>Sarah: Move to approve the previous meeting minutes and accept vouchers.</b>  <b>Hans: Second</b>  <b>Pass 5-0</b></p>	<p><b>Motion to approve the Meeting Minutes and Accept Vouchers</b>  <b>Pass 5-0</b></p>
<p><b>New Business:</b>  Commons  Committee Update</p>	<p>Hans: We met last month to discuss ongoing opportunities for coordination. It was a light meeting. Tim, what would you like to share?  Tim: The key take away for me is that it was obvious that we are all on the same page in understanding the importance of this agreement to the community. We learned about some key closure dates for renovation of some of the school facilities as well. There was a brief discussion about the school doing some community education regarding its upcoming levy vote that was interesting to hear.  Hans: There are no big issues coming up and with all the turnover that has occurred, it’s good to see this committee functioning well.  Abby: I did not see a notice for this meeting. Can we do a better job of outreach related to it because I did want to attend? In addition, the Commons Agreement can be confusing to people. Can we create some documentation that explains it in a more complete way?  Josh: Perhaps in the form of an FAQ?  Abby: Yes, I like that idea.  Tim: Yes, there was some confusion related to who was responsible for coordinating this meeting. Moving forward, the Park District has committed to coordinating future meetings. Also, I can draft an FAQ and start circling that around. I will start by taking a draft to the next Commons Committee meeting.  Hans: The intention is to be transparent with the meetings so we can make improvements.</p> <p>The meeting minutes from the Commons meeting is linked <a href="#">here</a>.</p>	
<p><b>Board and Staff Communication</b></p>	<p>Tim: This discussion came to the table because the board reached out to staff for feedback related to the performance of the Executive Director. During those discussions, the board decided it prudent to review our policies as they relate to staff communication. The policies in front of you state a few things clearly. The first, is that staff have a clear line of communication from our staff to this board. The second part is that the board, in policy, has an obligation to conduct performance reviews of the Executive Director. It is clear to me that policy allows and encourages the board to solicit feedback from staff. It is also clear that, generally speaking, the board should not solicit information from staff in a specific nature, but rather a general one.  Josh: For clarities sake, this was an email to staff that included a survey based on Tim’s performance.  Hans: The policy does not say, “do not talk to staff.” The policy says, “don’t direct staff.” We all support the executive director and I agree that this is allowed in a general nature.  Sarah: I recall hearing in the past that the staff sees us as separate from them. The Wizard of Oz and the man behind the curtain kind of thing. However, we are one organization and the board is part of that. I value when I get information</p>	

	<p>about our parks from staff and members of our community. Tim, in your interpretation of the policy what would you suggest we change?</p> <p>Tim: Nothing. I think the policy is well-written and supports our organizational administration. I have drafted a memo that I may share with our staff. It is important that our staff expect this type of communication from the board and understand their line of communication to the board. I will be talking about this at our next staff meeting and a memo may not be deemed necessary to make sure our staff understand this policy.</p> <p>Josh: It is our responsibility to not direct them and to listen.</p> <p>Sarah: I thought it was good that we sent the survey to all employees.</p> <p>Hans: I would like to set zero expectations that we will or will not be asking all staff for feedback again.</p> <p>Tim: Understood.</p>	
<p><b>Agenda Items for next meeting</b></p>	<p>Tim: I have two. A sole source resolution and a King County Levy resolution, both of which I will request suspension of the rules.</p> <p>Bob: I would like to add a review of our dog leash policy.</p> <p>Josh: We should also look at parks under our purview.</p> <p>Abby: I want to make sure I understand the Vashon Adventures acquisition. We expect to lose \$10-15,000 operating it per year.</p> <p>Hans: It is that order of magnitude, plus staff time.</p> <p>Sarah: I think it was pretty unanimous that we were okay with that.</p> <p>Hans: I think “okay” is the right word. This has the chance to crunch staff and does have some risk. The Executive Director and Programs think it is a good opportunity to try it out.</p> <p>Abby: What does “try it out” mean?</p> <p>Tim: We are reducing the lines of business to make it easier for us to learn more about this business. If we can do it, great. But if it doesn’t work out, we can pivot back to a concessionaire model, sell the equipment, or look for other types of partnerships.</p> <p>Abby: I do not share the opinion that this is a good idea.</p> <p>Josh: Is it the financial picture?</p> <p>Abby: The staff constraints and the labor need for this cause me the most concern. I am very much on board with protecting this type of recreation though. There are also additional details that I do not have yet.</p>	
<p><b>Adjourn 8:00 pm</b></p>	<p><b>Hans: Motion to adjourn.</b> <b>Josh: Second.</b> <b>Pass: 5-0</b></p>	<p><b>Motion to adjourn. Pass 5-0</b></p>

Minutes by: Tim Stapleton