

Presidents Letter**April 1, 2021****Swann Keys Association Members**

On behalf of the 2020/2021 Board of Directors, we would like to thank the entire community for all of your support over the last year. This has been an extremely difficult year for the entire community. COVID-19 presented some unique challenges to the Community and Board of Directors. Despite all of the challenges the Board remained focused on community safety, regulatory compliance and fiscal responsibility. Strick guidelines made opening the Pool, Park and Club House very difficult. We were very happy to have the facilities opened on July 1st with all sanitization requirements being met while many communities never opened their facilities. The efforts of the Board and Community were even acknowledged outside the community with a very positive article in the Coastal Point Newspaper on March 12, 2021.

The Board is pleased to report that your new water plant is fully operational and providing quality, dependable water for many months. In addition to the water plant, the Board accomplished many other things this year including a new accounting system, community wide survey, new tools to communicate and keep you always informed. Our new Residents Web Portal and Presidents Videos are examples of new tools that are working great. Overall, we have had over 50 accomplishments that helped move Swann Keys Forward. Some of the notable accomplishments included:

1. Completed the upgrades to the **Water Plant**. We now have excellent, dependable water as a result. Saving community @ \$60K per year.
2. New monthly Community Update **Videos & Financial Reports**.
3. **New Accounting Software** with new Financial Snapshots and reports provided monthly.
4. Designed and implemented a new Accounting **Chart of Accounts** for better expense recording.
5. **New Budget Processes**, Cash Reconciliation, Cash Forecasting.
6. Formed a **Long-Range Planning Committee** and developed a 10 Year Capital/Reserve Plan.
7. Made many **Operational Changes** including weekly staff meetings, new procedures and processes.
8. Installed **New Residents Portal** on Swann Keys Website.
9. Actively negotiating resolution to **Boat Ramp Issues**. This is a long time issue that was never addressed. This Board is addressing the issue head on. Has to be resolved
10. Implemented new **Board Meeting Procedures**, Agenda, Critical Project Documents and Online Meeting w/ Webex.
11. Navigated complex **COVID-19** Guidelines and opened the Pool and Park while many remained closed.
12. Formed a SWAT Team during Tropical Storm Isaias to prepare, monitor and report damage to residents.
13. Implemented **OneCall Email Messaging** to residents. To date have sent over 22,000 emails to the community.
14. Major update to **OneCall and QuickBooks customer information** – Systems were not in Sync.
15. Corrected problems with security system and cameras – now actively monitored. **Implemented central monitoring of our water system**. We are notified immediately with change to the water quality.
16. Managed expenses so there is **NO INCREASE IN FY2022 MAINTANCE FEES**.

You can see the full list of accomplishments on the Swann Key Website or iloveswankeys.com.

I would like to personally thank the incredible Board of Directors that worked tirelessly over the last year. Your 2020/2021 Board Members are:

Carol Harper	Dan Cavanaugh	Dianna Shade	Eddie Edwards
Tom Tomkins	Katherine Berkheimer	Larry Daugherty	Lori Monroe
Ronnie Young	Wilma Denton		

Our upcoming FY2022 Fiscal Year (begins June 1st, 2021) will present additional challenges. COVID-19 is not over. We are already working on obtaining the appropriate resources required to open the pool, park and facilities as soon as possible for the summer. We are currently planning to open the pool for Memorial Day weekend and for most of the summer we will return to open 7 days a week. Let's hope nothing changes our plans.

Many Capital improvements are planned including replacing all of the bulkheads in the marina area and replacing the west side boat ramp, as soon as the legal issues are remediated. Our Long Range Planning Committee developed a 10 year comprehensive plan for road replacements, building updates, sewage pump replacements and much more. Following this plan is critical. Along with the Long Range Planning Committee, we need to continue with a rock solid Board of Directors that will focus on the community and business of Swann Keys and not be distracted by many of the controversies of the past.

With much improved expense management, we are happy to report that there will be no increase in your maintenance fees this year. The fees will be \$900.00 for Fiscal Year 2022 which begins on June 1, 2021.

Finally, Swann Keys is a very special community. We have a beautiful location, good facilities and even better neighbors. Maintaining and improving our facilities and infrastructure is critical. The community is on the right track. Let's continue to "Manage the Future of Swann Keys and Not Its Decline". Vote for a Rock Solid Board and our FY22 Budget. Personally, I appreciate your support during this election season.

Respectfully,



Jeff V. Markiewicz,
President, SKCA 2020/2021

SWANN KEYS CIVIC ASSOCIATION

OFFICIAL BALLOT 2021 - 2022

[Ballot is only valid for the following items]

PLEASE VOTE EITHER FOR OR AGAINST THE BUDGET

BUDGET: As Recommended by the Board of Directors -- (Please see the attached for details).

[] FOR

[] AGAINST

BOARD OF DIRECTORS ELECTION: VOTE FOR UP TO FIFTEEN (15)

CANDIDATES ONLY. - (Please Note: Any ballot listing more than fifteen (15) votes will result in the entire ballot to be disqualified)

[] Katherine Berkheimer

[] Daniel Cavanaugh

[] Wilma Denton

[] Michael Dippolito

[] Webster "Eddie" Edwards

[] Kelly Ewing

[] Nancy R. Flacco

[] Patrick (Pat) Frampton

[] Monica Hafner

[] Carol Harper

[] Jeff Markiewicz

[] Lori Monroe

[] Tom Nocella

[] Kim Pasco

[] William J. Smith

[] Cliff "Tom" Tompkins

[] Sue Tucker

[] Sam Veit III

[] Kate Viola

[] Nancy Walls

[] Ronald Young

[] Elayne Zahn

Control #

Swann Keys Resident:

Swann Keys Address:

Signature: _____

Signature: _____

Print Name: _____

Print Name: _____

Signature: _____

Signature: _____

Print Name: _____

Print Name: _____

**SWANN KEYS CIVIC ASSOCIATION
VOTING INSTRUCTIONS**

**Annual Meeting
2021 – 2022**

The number of responses required to meet the quorum shall be ten percent (10%) or fifty (50) properties, whichever is less, of the members entitled to vote.

The vote with a majority of the votes entitled to be cast at any meeting at which a quorum is present shall be necessary for the adoption of any matter voted by the members”.

A mailed Ballot must be received at the address indicated below or in the envelope provided in your packet no later than 4:00 pm on May 14, 2021.

- **Swann Keys Civic Association**
- **c/o John J Koach, CPA, CGMA**
- **PO Box 1273**
- **Middletown, DE 19709**

A ballot may be hand delivered to the election monitor on the day of the election no later than 11 am.

The independent election monitor will only count the ballots received prior to the polls closing.

You may vote for as many as 15 Directors. If more than 15 votes are marked on the ballot, the ballot will be considered invalid and the director votes will not be counted.

A ballot cannot be changed after being submitted.

**DO NOT DELIVER BALLOTS TO THE
SWANN KEYS OFFICE.**

**DO NOT MAIL YOUR MAINTENANCE FEE
PAYMENT WITH YOUR BALLOT.**



INCOME

Income	
346 Maintenance Fee	\$ 545,400.00
360 Home Resale Package	\$ 5,000.00
365 Resale Administrative Fee	\$ 1,200.00
366 Maintenance Service Fee	\$ 300.00
368 Ladies Club Income	\$ 300.00
369 Sports Club Income	\$ 500.00
4150 Misc. Income ie FOB Money	\$ 100.00
Total Income	\$ 552,800.00

Maintenance Fee	
Fee Per Lot	\$ 900.00
Number of Lots	606
Total Maintenance Fee	\$ 545,400.00
<i>(No increase over FY21)</i>	

EXPENSES

Expenses

400 SALARIES/BENEFITS	
Total 400.1 Payroll	\$ 45,725.00
400.5 Employer FUTA expense	\$ 84.00
400.6 Payroll Tax Employer MC/SS	\$ 3,497.96
400.7 Payroll Tax St. Unemp/Train	\$ 200.00
409 - Payroll -Quartley St. Tax	\$ 1,100.00
Total 400 SALARIES/BENEFITS	\$ 50,606.96
410 INSURANCE	
410.1 Property and Liability	\$ 10,997.70
410.2 Workman's Compensation	\$ 1,779.00
410.4 Commercial Auto	\$ 1,326.08
410.5 Directors / Board Member	\$ 1,812.00
410.6 Flood Insurance	\$ 2,306.00
Total 410 INSURANCE	\$ 18,220.78
420 Taxes/Donations/Service Charges	
420.1 Donations	\$ 1,000.00
420.12 Property Taxes	\$ 4,600.00
420.3 Bank/Service Charges	\$ 75.00
Total 420 Taxes/Donations/Service Charges	\$ 5,675.00
421 Office	
420.4 Office Supplies	\$ 3,000.00
420.5 Office Telephone/Internet	\$ 3,200.00
420.6 Web Master / Web Services	\$ 550.00
420.7 Office Equip.Repairs/ Lease	\$ 3,000.00
Total 421 Office	\$ 9,750.00
425 TRASH REMOVAL	
425.1 Trash Collection	\$ 110,248.96
Total 425 TRASH REMOVAL	\$ 110,248.96
430 PROFESSIONAL FEES	
420.2 Accounting	\$ 6,000.00
430.1 Legal/Professional	\$ 6,000.00
430.2 Collections Legal fees	\$ 2,000.00
Total 430 PROFESSIONAL FEES	\$ 14,767.88

440 GROUNDS MAINTENANCE	
440.1 Lawn Care / Landscaping	\$ 4,707.00
440.2 Flower/shrubs/misc/mulch	\$ 2,400.00
440.3 Snow Removal	\$ 900.00
Total 440 GROUNDS MAINTENANCE	\$ 8,007.00
450 Community Correspondance	
450.1 Printing & Duplicating	\$ 1,500.00
450.2 Postage & Bulk Mail	\$ 3,000.00
450.3 One Call	\$ 2,700.00
Total 450 Community Correspondance	\$ 7,000.00
460 Cleaning / Prof. Services	
460.1 Clubhouse / Comm Center Misc	\$ 3,500.00
460.2 Cleaning Services	\$ 7,800.00
460.3 Exterminator	\$ 620.00
Total 460 Cleaning / Prof. Services	\$ 11,920.00
463 Utilities	
463.1 Electricity	
420.81 6423001 - Street Lights	\$ 7,800.00
420.82 6441101 - Street Lights	\$ 9,700.00
460.4 6447401 - Clubhouse/Pool	\$ 4,500.00
460.5 6961201 - Community Bldg.	\$ 3,000.00
480.4 11498300 - Playground	\$ 300.00
500.04 6454401 - Office / Water Bld.	\$ 3,000.00
500.05 6483701- Entrance Lights	\$ 700.00
500.06 6961301 - Water Plant Bld	\$ 6,300.00
500.31 6451501 - Lift Stations	\$ 450.00
500.32 6447401L - Lift Station	\$ 250.00
500.33 8235600 - Lift Stations	\$ 425.00
500.34 6392101 - Lift Station	\$ 450.00
500.35 1387600 - Lift Stations	\$ 325.00
Total 463.1 Electricity	\$ 37,200.00
500.4 Gas	
460.6 Gas / Clubhouse	\$ 200.00
500.11 Gas/Water Building	\$ 1,400.00
Total 500.4 Gas	\$ 1,600.00

470 NOMINATING	
470.1 Election Monitor	\$ 5,500.00
470.2 Postage/Mailing for election	\$ 600.00
Total 470 NOMINATING	\$ 6,100.00
480 RECREATION	
480.1 Pool Supplies	\$ 1,200.00
480.2 Pool	
408.22 Furniture	\$ 5,500.00
480.21 Lifeguards / Pool Maintenance	\$ 30,820.00
Total 480.2 Pool Maintenance	\$ 37,520.00
480.3 Misc. Recreation	\$ 200.00
480.5 Playground Maintenance	\$ 1,200.00
Total 480 RECREATION	\$ 40,120.00
490 SECURITY	
490.3 Security Monitoring	\$ 1,800.00
490.4 Security Maintenance	\$ 2,200.00
Total 490 SECURITY	\$ 4,000.00

500 MAINTENANCE	
500.01 Misc. Maintenance	\$ 9,500.00
500.07 Sewer	\$ 3,000.00
500.08 Water Service	
500.09 Water Plant Operations Services	\$ 16,800.00
500.10 Water Engineer	\$ 2,000.00
500.11 Water Plant Pre Maint	\$ 3,357.00
500.12 Chemicals/Consumables	\$ 11,000.00
500.14 Distribution System Repairs	\$ 2,000.00
500.81 Salt	\$ 20,500.00
500.82 Repairs/Maintenance	\$ 5,000.00
500.83 Water Report/Utilities	\$ 500.00
Total 500.08 Water Service	\$ 61,157.00
500.12 Plumbing Service Expense	\$ 8,500.00
501 Vehicle Expense	
500.00 Truck Expense	\$ 800.00
500.02 Gasoline - Auto/Truck	\$ 550.00
Total 501 Vehicle Expense	\$ 1,350.00
Total 500 MAINTENANCE	\$ 83,507.00

Total Expenses	\$ 408,723.58
Expense Contingency	\$ 10,000.00
Total Expenses with Contingency	\$ 418,723.58

Budget Summary

Total Income	\$ 552,800.00
Total Expenses with Contingency	\$ 418,723.58
Net Operating Income	\$ 134,076.42
Reserve / Capital Account Funding	\$ 130,000.00
Net Operating Fund Balance	\$ 4,076.42

FY2022 Maintenance Fees	\$900.00
(No increase over FY2021)	

SWANN KEYS CIVIC ASSOCIATION 2021-2022 CANDIDATE RESUMES

Katherine Berkheimer - 37047 Pintail Drive

I have lived in Swann Keys for 15 years and have served on the Board of Directors for 9 years. I was the House Committee Chairman for 4 years and when not, Chairman served on the Committee. I have been Corresponding Secretary since 2016 and although we did not have a Newsletter this year, I was on that Committee. I was co-chairman with Jeff Markiewicz on the Budget and Audit Committee. I have been a member of the Sports Club since moving here in 2006 and have served as Treasurer for several years.

I believe that a Board Member should abide by the Court Order and DUCIOA and at the same time try to abide by the Community's wishes. I also believe that a Board Member should be frugal with the Community's money and let the Community know what is going on and how its money is being spent.

Daniel Cavanaugh - 36983 Laws Point Road

My wife, Cass, and I have been full-time residents of Swann Keys since 2015. I have been an active member of the Swann Keys Board of Directors since 2018. Since being elected I have been the Chairman of the Security Committee, the Wellness Committee, and a member of the Maintenance Committee.

I am proud and happy to be living in the Swann Keys community. If elected to the Board of Directors I will continue to be active and always strive to make Swann Keys, a community to be Proud of as we look to our future.

Wilma L. Denton - 37012 Blue Bill Drive

My husband, Charles, and I have owned property in Swann Keys since 2000 and are fulltime residents. I helped operate our bottled water delivery business owned by my husband and I for 40 years and have 28 years in the health care arena as an RN. I currently work part-time for Resort Homes LLC, a new home builder.

I have served on the SKCA Board of Directors for several years and I am knowledgeable of the Court Orders, Bylaws, and Rules and Regulations. I am familiar with DUCIOA (Delaware Uniform Common Interest Ownership Act) and how it relates to Swann Keys. I have served as Treasurer & Secretary and as Chairperson of the Bylaws Committee and Liaison to the Nomination Committee. I am a member of the Sports Club and Ladies Auxiliary.

If re-elected I will work for the good of all lot owners in Swann Keys. The current BOD has faced many challenges but has stayed strong through the required COVID-19 impact on our community, the water plant upgrade, the boat ramp issues, the pool modifications due to COVID-19 restrictions, a major upgrade to our accounting system and many other issues. The current BOD has succeeded in keeping the community financially healthy and as safe as possible. Every effort has been made to keep the community informed of issues as they occur and to develop communication tools that work. I am excited to work towards the future of Swann Keys. With your vote I will continue to assist in the on-going maintenance and management plans for our community.

SWANN KEYS CIVIC ASSOCIATION
2021-2022 CANDIDATE RESUMES

Michael Dippolito -36978 Blue Teal Road

I am running for the Board of Directors for the term 2021/2022 because I have seen many areas where my expertise would be helpful to the community. I have owned my business for over 25 years and have extensive knowledge in maintenance, construction, welding, excavation, and tree service. My business knowledge will be helpful in obtaining requests for proposals in areas where the community costs have increased substantially in the last few years.

Webster "Eddie" Edwards - 37105 Blue Bill Drive

My name is Eddie Edwards. I accept the nomination for the 2021/2022 Swann Keys Board of Directors. I currently sit on the Swann Keys Board of Directors and I chair the House Committee.

My wife and I live here fulltime. We have two sisters who also own property in our community. I welcome all comments or suggestions from Swann Keys owners and will vote on board matters based on feedback as well as my conscience.

Please consider me when making your decisions for the next Board of Directors.

Kelly Ewing - 36918 Mallard Drive

My name is Kelly Ewing. We moved to Swann Keys nine years ago as part-time residents and recently moved here full-time three months ago. I have wanted to get more involved with our community, but it was difficult to do so when we did not live here full-time. I have been in the construction industry for over 30 years. I currently am the Sales and Business Development Manager for Chaney Enterprises. I am responsible for sales and customer service for our concrete and aggregate locations on the Eastern Shore from the Bay Bridge to Ocean City and over to our Delaware market. I also own a travel business where I book vacations for clients.

My work experiences include budgets, presentations, working with teams, selling, negotiating, managing, and leading employees. I was also President of my son's high school marching band parent organization for over 250 students and many parent volunteers for three years. I oversaw our yearly budgets that were over \$100K each year, planned trips for them to travel each year, organized and facilitated many fundraisers and recruited volunteers. I have a business degree from University of Baltimore and a master's from University of Phoenix.

I have been involved with the Swann Keys' long-range Planning Committee the past few months, working on ideas to present to our Community for future that will continue to improve our neighborhood. I am excited that I now can be involved. Swann Keys has changed so much the past few years we have lived here, each year making improvements for our Community. I would like to be a part of that moving forward. I am hoping as we add new Board Members and more people get involved, we can make a positive impact on our Community. I understand the importance of a board position and I am willing and ready to be a Board Member.

Nancy R. Flacco - 36983 Canvasback Road

Six years ago, on March 15, 2015, I resigned as President of the Swann Keys Civic Association and as a Member of the Board. My resignation was a result of an accusation by a Board Member that I had compromised the Nomination Process (refer to the SKCA Minutes of 03/15/2015). Vice President Bill DePuy stated "there was no big violation" after consulting with Board Member, Dianna Shade. Since that time, I have remained active in serving our Community as a volunteer and as an active member of the Swann Keys Ladies Auxiliary.

I am now accepting the nomination as time heals most wounds. The Flacco's have owned our property since May 9, 2000 and are full time residents. In 2001, I became a member of the Board and Chairperson of the Budget & Audit Committee at the recommendation of Past President Bill Harper. Prior to being elected President by fellow board members in May 2014, I served several terms and was the Budget & Audit Chairperson several times in addition to being the Recording Secretary and Nominations Chairperson.

I am thoroughly familiar with the Court Order and Final Judgement, the Swann Keys Civic Association Bylaws and our Articles of Incorporation. As a former Human Resource Manager with a Fortune 500 Company, I do not believe in using bullying tactics or sarcasm to attain goals and objectives. It is my belief that the Swann Keys Civic Association Board of Directors should represent the community – not personal agendas.

If elected I will challenge any action that does not align with our governing documents.

Patrick (Pat) Frampton - 37019 Mallard Drive

My name is Patrick (Pat) Frampton and I feel honored to be nominated for a position on the Swann Keys Board of Directors. I have been working as a member of the Long-Range Planning Committee for the past six months. Through this committee I have learned a lot about the Community and the organizational articles.

I have owned my property on Mallard Drive for the past 5 years and became a full-time resident in June of last year. My wife and I bought the property with retirement in mind and can unequivocally state that we made a good decision in choosing Swann Keys. I spent twenty-five (25) years working in the defense contract industry and an additional seventeen (17) years in the armored car (Dunbar/Brinks) industry. With these companies I relied on my strong financial background to advise executive management on budget, operational, strategic and sales opportunities. I ended my career in an executive sales position working with numerous regional and national banks. I have two married children and three grandchildren who visit often taking advantage of beach, pool, and boating days of relaxation.

I commit to work diligently at taking an impressive community, listening to residents, and incorporating our mutual desires of making Swann Keys better for current and future residents.

SWANN KEYS CIVIC ASSOCIATION
2021-2022 CANDIDATE RESUMES

Monica Hafner - 37057 Canvasback Rd

I am Monica Hafner and I have been nominated for the Board of Directors for Swann Keys which I have gratefully accepted. I hope to help the Community through my experience in bookkeeping and Quick Books accounting software by owning my own contracting business. My husband and I also manage the maintenance of rental properties throughout the area and have done so for several years. Currently, I work with several large communities' volunteer boards in the area as a vendor. This experience includes prioritizing projects, budgeting, and meeting deadlines. My family and I have been a part of Swann Keys for a few decades and have watched it evolve from a mobile home community to being residentially zoned and realized the impact this has had both socially and physically.

I feel I can use my experience working with larger communities to help Swann Keys with fiscal responsibility and planning. I have read and understand all our founding documents and understand how we are impacted with the DUCIOA laws. I would like to focus on encouraging community volunteerism in Swann Keys. I know COVID-19 has been a challenge for our Community by cancelling social functions and in-person board meetings, and I am looking forward to restoring these things again now that restrictions are loosening for groups. I have been working with other neighbors over the past year to help some of our long-time senior residents with grocery runs, making meals and running errands. I would like to see the Board open more opportunities for volunteers that are interested in helping their neighbors. I believe this could lead to more camaraderie with our neighbors and maybe help us grow socially.

Carol Harper - 37023 Canvasback Road

Lot owner since 1979-Retired in 1994 from Bethlehem Steel (Sparrows Point Plant-Dundalk, MD, now demolished) - full-time resident since 1994 - High School Graduate with some College - member of the Sports Club - member of the Board of Directors since 2011.

I am very familiar with our Court Order and Bylaws; the Association is set up to run according to Delaware (DUCIOA), Certificate of Incorporation, Court Order, Bylaws and Rules & Regulations; these documents are necessary for the existence of our Community. I do hope that we, as a Board, can work together to keep our Community going in the right direction. I do have a lot of knowledge and paperwork to back-up some questions that might arise!

I am presently, and have been for many years, the **Recording Secretary** who is responsible for typing the Board Minutes and seeing that they are posted on the Website, as well as notifying the webmaster of any updates and any other pertinent information that affects the Community. I am currently on the Bylaws Committee (involved with updating our current Bylaws). Previously, I was involved with the Publicity Committee, which was responsible for publishing the newsletter, but this committee is not active at this time.

I am willing to continue being a Board Member in 2021/2022, but I will need your SUPPORT AND VOTE!

SWANN KEYS CIVIC ASSOCIATION
2021-2022 CANDIDATE RESUMES

Jeff V. Markiewicz - 37046 & 37042 Pintail Drive - iloveswannkeys.com

Summary of Qualifications: President SKCA (2020/2021), Vice President (2019)

Occupation: Healthcare & Business Executive Consultant - www.jmabaltimore.com

Currently: Owner, Managing Member, Jeff Markiewicz & Associates, LLC - 35 Years

"Top 10 Healthcare Consultant" in the United States - 2018 - Enterprise Outlook Journal

Past President: Our Lady of Fatima, Parish Council / School, 12 Years

Specialties: Finance, System Implementations, Construction, Cancer Centers, EMR Implementations, Hospital Operations, Clinical Advisor

Management Consultant: For over 100 Hospitals and Medical Organizations across the country.

Education: Graduate, Towson University, Business & Computer Science

My wife Vanessa, children, Sarah, and Matthew have been enjoying Swann Keys since 2009. We own the Yellow homes at the end of Pintail Drive. We selected Swann Keys for the location, neighbors, and the potential of the neighborhood.

I became involved with the SKCA Board when the community was reviewing selling the community wells. I voiced my opposition at a meeting and was approached by several to become a Board Member and I did. After becoming the President in 2020, I knew we had our work cut out for us. Despite the COVID-19 Pandemic, the Board quickly developed a plan of action with positive results.

For the facts around this election, visit: iloveswannkeys.com

SWANN KEYS CIVIC ASSOCIATION
2021-2022 CANDIDATE RESUMES

Lori Monroe - 37858 Swann Drive

Neighbors and friends,

Thank you for this opportunity to introduce myself and ask for your support in the upcoming Swann Keys Board of Directors election. My name is Lori Monroe. I am 56 years old and a Delaware native. I purchased my Swann Keys home in May 2018 with the hope of retiring here in the next few years. I have a degree in Computer Information Systems with a focus on accounting and am currently the Director of the Network Operation Center for ADT Commercial. I hold the position of Acquisition Liaison in our mergers and acquisitions department helping acquired companies assimilate into the ADT Commercial family.

For those of you who are new to the community or I have not had the opportunity to meet yet, I serve on the current Swann Keys Board of Director in the capacity of Chairperson of the Bylaws Committee and helped produce the first online community survey. You may have seen me out and about in the community riding my bike, walking a big German Shepherd, or paddling my kayak across to the nature reserve. I have always had a strong sense of community and have served on several non-profit boards. I was a co-founder of EDEN Delmarva which promotes sustainable living education and renewable energy, served as a consultant to Evergreen helping bring affordable solar solutions to Delaware farmers and am an active board member of Delaware Crime Stoppers holding the position of Treasurer for the past 7+ years.

Through my experience with non-profits, I fully appreciate needing to accomplish great things, sometimes with limited funds. As a board member, we are tasked with maintaining and protecting the community's assets. I also understand that with 606 lot owners, there is the potential for 606 different opinions on what is best for the community. How we work through our differences speaks volumes. Throughout my career I have been employed in everything from small startup businesses to a 3rd generation family-owned business, and for the past 11+ years big corporate. Each of these positions has brought invaluable insight and experiences. I am focused on facts and believe everyone's voice should be heard, each perspective considered, and an equitable resolution reached that helps keep the team moving forward.

I hope I can count on your continued support to keep Swann Keys the very best it can be. I look forward to meeting more neighbors and making new friends in this great community of ours. Want to chat about what makes Swann Keys great and ideas for our future? The current challenges facing our community. Or my position on community affairs in general? Call my cell (302) 332-1370 or email me at Lorimonroe@comcast.net

SWANN KEYS CIVIC ASSOCIATION
2021-2022 CANDIDATE RESUMES

Tom Nocella - 36998 Canvasback Road

Hello, my name is Tom Nocella and I have owned my home in Swann Keys since 2001 and became a resident in 2010. I am running for the Swann Keys Board of Directors and welcome your vote. I am a retired Government Employee retiring after 31 years of Service. I began at the U.S. Mint in Philadelphia where I worked my way up from Machine Operator to an Engineering Technician. After leaving the Mint, I was hired by the General Service Administration Regional Office, where I continued furthering my education. I served as Construction Cost Estimator, working directly with Architects, Engineers, and Contractors.

I am efficient in the use of the R S Means Cost Data. The Engineering Contractor who developed the SK Reserve Study Report utilizes this Data as a source for providing Project Cost for our Community. I would sincerely appreciate your vote to the SK BOD. I feel I would be an asset to the BOD and Swann Keys, due to my background, to help keep Our Community the Best Place to Live at the Beach.

Kim Pasco - 37053 Pintail Drive

Hi everyone, my name is Kim Pasco and I bounce back and forth between York, PA and Pintail Drive with my husband Tony and dog, Bella. I am currently a realtor licensed in PA, DE, and MD. I also teach Yoga, Spin, and Zumba classes early in the morning before my real job begins. In the past I have served on the State Board of PA for Youth Soccer as an executive board member. At that time, I was very active on several committee's including by-laws, and disputes. I look forward to the opportunity to help the Swann Keys board members and residents better our community, be active in various events and committees when needed, and have some fun doing it.

William J. Smith - 37057 Pintail Drive 410-371-6308

My wife Karen and I have enjoyed living in, and being a part of, the Swann Keys community for 17 years. We purchased our first property on Blue Bill Drive and most recently bought on Pintail Drive to build our retirement home simply because we love the area, the community and all the people we met along the way. I believe I can be an asset to the board and the future growth of the community with my lifelong experience. I started as a young man in the construction industry operating heavy equipment and cranes. I have been a representative of labor, a Safety and Health Director, a Corporate Risk Manager for a large company with 3300 employees, worked for a brief period with the Federal Government under the Secretary of Labor in the Construction Department and for the last 14 years as the Executive Vice President of Claims and Risk Management for a very niche, casualty and property insurance program in the Crane, Concrete Pump and Specialized Heavy Haul industries.

My career path has allowed me the opportunity to realize many different perspectives through Labor, Management, Government and currently the Insurance and Risk Management industries. I love this community and my family has also enjoyed the happiness of living at the shore in Swann Keys. We have 5 married children and 12 grandchildren. Our wish is to see that our community continues to be a wonderful place to live, visit, and make great memories for many years to come. If I am fortunate enough to be able to serve the community I will do so with the utmost integrity, honesty, and passion I have displayed in my personal and business life.

SWANN KEYS CIVIC ASSOCIATION
2021-2022 CANDIDATE RESUMES

Cliff "Tom" Tompkins - 37842 Swann Drive

I am a proud US Navy veteran having served in Karamursel, Turkey at the Naval Security Group activity there for two years, and two years as an instructor in Whitestone, NY. I attended Prince George Community College and the University of Maryland and my major was Business and Accounting. After my time in the Navy, while attending classes at University of Maryland, I sang six nights a week for two years to support myself and my family. I then spent my working career at Capital-Gazette Newspapers in Annapolis in the business department and served my last ten years there as a member of the editorial committee. I have been a member of the Swann Keys Board of Directors this past year and I would like to continue serving my community in that capacity this coming year.

Sue Tucker - 37017 Pintail Drive

My husband and I bought our home in Swann Keys in February 2012. We lived in Maryland full-time and used our place here on the weekends. After 3 years we decided we wanted to be here all the time. I started a job at the Beebe Medical Foundation in July 2015 as their Database Manager, and we moved here permanently.

We have a blended family with 5 grown children and 6 grandchildren. We love to spend time with them and enjoy having them here for long weekends or week vacations if we are extremely lucky. The grandchildren enjoy the pool, the playground, and the quiet streets to ride their bikes, the beach and the pontoon boat. What a wonderful place to entertain the kids of all ages. I rented a trailer back in 1994 on Canvasback when my kids were very young. We had a wonderful week here with our little boat, fishing rods, and crab pots. My son still remembers what the trailer looked like although it is long gone, good times make good memories. I wish I had the money then to buy in here but better late than never.

I work with a software, Raiser's Edge that is used by nonprofits all over the world. I have been doing this now for 20 years and have had the opportunity to work at two hospitals and one inpatient drug facility overlooking the Chesapeake Bay. I love the work I do because it has allowed me to be part of raising money for these organizations. I have helped raise over \$78M with three capital campaigns. I have also been a part of numerous events and Annual fund campaigns along the way too. The last campaign was for Beebe Healthcare which lasted from 2016-2020 and the total revenue raised was over \$45M. This campaign helped to build the new Beebe South Coastal Campus on Rt. 17 in Millville, enhance the Lewes campus and to build an outpatient surgery center in Rehoboth. I enjoy living here in Sussex County and love being here in Swann Keys. I would like to help keep our neighborhood moving forward.

**SWANN KEYS CIVIC ASSOCIATION
2021-2022 CANDIDATE RESUMES**

Sam Veit III- 37027 Laws Point Road

My name is Sam Veit. My wife, Joann and I have owned our property in Swann Keys since 2010 and have been permanent residents since 2019. I was in construction for 45 years and currently work part-time doing maintenance and sanitizing in a local community. I was president of the community organization in 1985 when I lived in Baltimore and participated on the recreation committee. I understand the importance of volunteerism and have assisted others whenever possible. Joann and I are raising three grandchildren and this summer, under my supervision, they assisted community members with lawn care. I am also a member of the Swann Keys Civic Association Sports Club.

I have read and understand the Court Order and Final Decision of 1985, our current bylaws and DUCOIA. I pledge to uphold them and to challenge anyone on the Board who refuses to do so. This year has presented unique challenges, but not abiding by the Court Order or other governing documents is not the solution. The solution is thinking outside the box and getting more input from the community both as to how the community is run and more involvement in the budget process and how our money is spent.

Now that Covid-19 cases are falling, I would like to see the community center open for in-person and virtual meetings following the CDC guidelines.

I would appreciate your vote.

Kate Viola - 37021 Pintail Drive

As a newer resident to Swann Keys, I am delighted by what Swann Keys offers and eager to contribute my skills to our community. As a graduate of Tyler School of Art, (Temple University) I have worked as a photographer, interior designer and most recently a property manager. Coupled with my attention to detail and a desire to minimize costs, I have successfully rehabbed homes as well as staged homes to attain top dollar. My husband Dave and I recently completed a renovation of our home on Pintail. We were able to work with some skillful, reliable contractors and then some not so skillful or reliable contractors. I believe our community would benefit from a list of trusted tradesmen that would make our community a priority. I look forward to any assistance in pulling together this type of list. Dave and I have 3 children, 2 are adults (our son in in the Airforce) and the youngest will be a senior in high school in the fall. I look forward to sharing my skills with our community. Thank you for your consideration.

**SWANN KEYS CIVIC ASSOCIATION
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Nancy Walls - 37799 Swann Drive

I am 59 years old and live in Swann Keys full-time. We have owned our property since spring 1989. I worked for Wilmington Trust Company for 15 years retiring as head teller of the main office in the Hotel Dupont Building. I have been Treasurer and Secretary for Bethel #8 of The International Order of Jobs Daughters. I have also been Treasurer and Assistant Secretary at Wilmington Manor Fire Company, in New Castle, Delaware.

I recently retired from the University of Delaware, Student Health Services, having held several positions, the last being a Senior Records Specialist/Administrative Assistant, of which duties were record keeping, accounts payable/receivable, ordering supplies.

I have great customer service skills and have always been a team player. I will work to ensure that we follow our governing documents, the Court Order, Bylaws and Rules and regulations. I can be reached at: walls3228@gmail.com (302) 547-8434 .

Ronald A. Young - 37851 Swann Drive

My name is Ronald A. Young and I accept the nomination for the Board of Directors. I have owned my lot in Swann Keys since 1969 and have been on the board several times. I was your Vice President for 2020. I would like to run for the board again because I like to help this community and the people who live here.

Elayne Zahn - 36995 Canvasback Road

I accept the nomination for a volunteer position on the Board of Directors for 2021 and will do my best to serve the community if elected. My husband and I have owned a home in Swann Keys since 2012. I am a former Managing Agent for Community Associations, and prior to that I was a Real Estate Agent. I believe we can move our community forward and be respectful to all residents and former Board members who have worked hard to make our community the wonderful place it is.
