



January 14, 2026

Discussions at the Governance Committee enlightened us to the fact that we do not inform the Governing Board members about the daily operations of FRVA between Governing Board Meeting. We are initiating this column to improve this communication. Please send any feedback or questions to Bweithofer@frva.com.

- We have had several significant changes in our management team since Gillette.
 - Doug Uhlenbrock was promoted to Executive Director.
 - Jeff Scheller was hired as our part-time controller.
 - Allen Evens was hired as our Interim IT Director.
- We have had a number of other changes in our personnel and anticipate a number of additional changes.
 - Doug is actively recruiting a new Events Director.
 - Sherry is recruiting for a digital marketing assistant.
 - Jeff hired a new Associate Accountant.
 - Robin hired a new Graphics Artist.
- Even with the new hires, expected hires and payroll adjustments, the total payroll and benefits are within the amount approved in the budget.
- Protech is dead. The new membership and rally modules of Horizon are up and operating. The other modules will be coming online over the next month. Horizon is mobile centric which means that you can use it on any sized screen and it will scale appropriately. It also establishes a new appearance for our website.
- Speaking of the website, we have hired a company to evaluate our website and recommend changes. The feedback we have received is that the existing website is difficult to navigate and appearance needs improvement.
- Staff and the officers continue their work to reduce unnecessary costs, i.e.

- We have dropped the use of Zoom which was a separate licensing fee and transitioned to Teams which is included in our MS Office licensing.
- We have evaluated how we pay bills and concentrated on eliminating service charges and late fees.
- We have eliminated the mailing of event materials and instead are using emails and on-site distribution of the materials.
- There are many, many other examples of ways that we are modifying our operations to reduce costs. This will be an ongoing effort.