

Fort Washington Pool Association (FWPA) Board Meeting, 5 July 2010

1. The FWPA Board convened at the pool picnic area on 5 July 2010. Eric Griffin, the FWPA President, called the meeting to order at 7:30 PM.
2. Attendance:
 - a. Board members present: Eric Griffin, John Dullahan, Ray Rice, John Balazek, John Szymanski, Brian King, Jack Dennis, and Bonnie Medford.
 - b. Board Members absent: Fred Downs.
3. The board reviewed the 7 June 2010 meeting minutes, recorded by Bonnie Medford in John Dullahan's absence. John Dullahan proposed the minutes be approved with minor corrections. Jack Dennis seconded the proposal, which was approved unanimously.
4. John Dullahan proposed, in the interests of the FWPA membership and in accordance with Article III, section 10 of the by-laws, that Eric Griffin be removed from his position as the FWPA President. Jack Dennis seconded the proposal, and a prolonged and heated discussion ensued. The following individuals commented:
 - a. John D. recalled for the benefit of the group that, earlier in the year, due to Board members' frustration with Eric's angry and profane outbursts, his dictatorial and divisive leadership style, and demonstrated inability to work cooperatively through the Board for the benefit of all FWPA members, the Board had intended and planned to remove Eric as president. Hoping a positive way ahead might still be found, however, John D. persuaded the Board to attempt reconciliation if Eric would acknowledge his mistakes and make a positive change in his behavior. John D thereafter telephoned Eric, recommending to him that he apologize for his behavior and seek to work cooperatively with the other members of the Board. Eric then called a special meeting, asking that no notes be taken, and apologized to the Board. Unfortunately, Eric's inappropriate and divisive behavior continued unabated, and Fred Downs, past FWPA president, called for a second meeting to address ongoing and escalating conflicts. This second meeting, also conducted without notes to facilitate free communication, appeared to have no effect on Eric's recognition of the problems repeatedly articulated by fellow Board members or his willingness to work cooperatively with the Board. His dictatorial and divisive leadership style continued to be grossly ineffective in promoting Board cohesiveness and cooperation, and engendered factionalism and strife in the FWPA membership. Therefore, due to above failed attempts to realize a positive change in Eric's behavior and escalating deleterious effects on the FWPA Board and membership, John D. seeing no viable alternate course of action and believing it to be in the best interests of the association, moved that Eric be removed as President.
 - b. Eric Griffin responded that the FWPA board "stinks," and is ineffective. In addition, he accused Bonnie Medford of practicing nepotism in her role as Pool Manager, by giving her daughter Lauren, a lifeguard and pool operator, more hours than Jordan, a pool operator.

He pointed his finger at John B., Jack, and John D., stating emphatically in turn: “You will regret this decision,” and then, “You will *all* regret this decision.” Using profanity-laced rhetoric, Eric said he would sue John D., John S., John B., Jack, and Bonnie. In addition, he would ensure Jordan also sued the FWPA association for discriminating against a handicapped person. He continued, “I will sue the shareholders and own this whole m** f** place, or bankrupt this pool; you are not getting rid of me.” He addressed John S., saying “You are a fat pig,” and, with the exception of Brian, directed additional invectives at each board member. Brian provided verbal support to most of Eric’s accusations directed at the remaining six Board members.

- c. Eric’s tirade continued for about seven minutes until the Board abruptly approved his removal as board president, with only Brian King arguing vociferously against the proposal.
 - d. John B. then proposed that Eric also be removed from the FWPA Board. Jack seconded the proposal, which was approved by the Board, with Brian again arguing against the proposal.
 - e. Ray thereafter requested that Eric return the pool keys. However, Eric refused, until under threat of withdrawal of his shareholder certificate and pool membership, he then turned over his pool keys to Ray.
 - f. John S., Vice President of the FWPA and acting President, said he would draft a letter informing pool shareholders and members of Eric’s removal as President, and would also solicit a new Board member from among the shareholders. John said he would send the draft letter to Board members for approval, and asked for a Board meeting for Friday, 9 July.
5. At 8:35 pm John D. proposed the meeting be adjourned. Jack seconded the proposal, which was unanimously approved.

John Dullahan
FWPA Secretary