

Erica Romero

From: Michael Beeson
Sent: Monday, March 2, 2026 10:57 AM
To: Glen Smith
Cc: Erica Romero
Subject: CMI Termination Correspondence Dated Wed, Feb 18, 2026

Good morning Glen/Erica,

Please help me with questions regarding how the CMI termination transpired.

I noticed their letters were dated Feb 18, 2026--when did the town actually receive them?

I personally worked with Barb during Planning's rewrite of Ch 17, and this seems odd that they would resign over two false accusations.

Glen, when you chatted with Barb, did you outline how this could be perceived as a simple misunderstanding due to information confusion and jumping to conclusions? Did Barb offer any other insight to the reasons behind the resignation?

I'm also confused on the acceptance timing in their letter, for example: If CMI will cease service on Mar 13, which according to them is 14 days after acceptance of the notice, (Sat, Feb 28) how could we offer acceptance, two days AFTER our last BoT meeting? Is this March 13 date a typo in the CMI letter regarding date of acceptance? I was hoping a board apology and explanation might resolve the issue, that's why I asked about the acceptance from the town during the meeting.

How can we work together to preclude such a bomb being dropped on us again mid-meeting with no notice?

Thanks again--I really appreciate the dialogue.

Mike

Erica Romero

From: Atis Jurka
Sent: Monday, March 2, 2026 11:00 AM
To: Erica Romero; Glen Smith; Board of Trustees
Subject: Notice of Termination for CMI

I would like to understand the rationale as to why the two Memos from Community Matters Institute dated the 18th of February, 2026 were not provided to the Board of Trustees until the actual BOT meeting on the 26th of February. However, apparently Dennis was provided this information but no one else on the BOT. Dennis stated that he called CMI and was told there was no change in their direction. I am fairly certain that these Memos were not passed on to the Planning Commission as well.

An emergency meeting could have been called to address this, as well as the tradition the BOT speaks in one voice, not on an individual basis. There were 8 days where the BOT could have come up with a strategy to either resolve the issue or to plan for contingencies.

I have reached out to Barbara and CMI asking if they would consider a meeting with the BOT in order to resolve these differences. Hopefully, they will reach out and see if these issues can be resolved.

Another concern that I have, which may be unfounded, is that several members of the public indicated that they had prior knowledge of these Memos. Hopefully this is not the case.

If I hear back from CMI, I will pass on to the BOT, Glen and Erica immediately.

Atis Jurka

Erica Romero

From: Erica Romero
Sent: Monday, March 2, 2026 3:24 PM
To: Board of Trustees
Cc: Glen Smith
Subject: CMI Questions regarding Board Distribution -
Attachments: CMI Termination Correspondence Dated Wed, Feb 18, 2026; Notice of Termination for CMI

All,

I received emails from two board members. I am responding to the entire board for full transparency and consistency. Please note Glen is out of the office due to a family emergency. I encourage the Board to prepare any questions so they can be addressed at the next Board of Trustees meeting.

Regarding the information included in the packet February 26 BOT packet and its timing, we received correspondence from Barb(CMI) following the February 12 meeting of potential resignation. My understanding is that Glen contacted her to explain that although we understand her concerns by what was mentioned on February 12, administratively, we did not believe there had been any wrongdoing and that we were prepared to address the concerns raised in the next BOT meeting. Glen followed up several times during that week to ask whether they would be willing to discuss other options or be open to discussing this further with the board and I also believe he stated that the question was asked by one board member and not the board as a whole. During that time, I received an email from Barb asking me to hold off on distributing the information because it was still being discussed and under legal review.

Meanwhile, I received direction from Trustee Moseley with contradictory requests for CMI's in-person attendance, and later not discuss in public at the next meeting but instead to meet with him and another trustee and citizen (board was included in that correspondence). While preparing and publishing the packet, to ensure accuracy, I requested an update from CMI. Their response indicated they were still discussing the matter with their Board, that it remained under legal review, and that no final decision had been made.

The mayor was made aware of the agenda item during the agenda review meeting, and Glen indicated at that time that additional information from CMI was expected, as they had expressed concerns following the previous meeting. Glen also advised that staff was prepared to address any questions from the Board at the upcoming meeting. During that discussion, the mayor asked whether there was any validity to the concerns raised by Trustee Moseley on 2/12 and I stated that there was not, and I referenced the email I had sent to the entire Board explaining that staff would address those questions during the meeting. I also explained that I was unable to fulfill Trustee Moseley's specific request at that time because it conflicted with the direction previously provided on February 12. The mayor acknowledged and agreed with that explanation and the extent to that discussion was more about if I was being consistent with the agenda requests etc.

When I received Barb's email on Wednesday, I immediately contacted Glen to confirm that it should be brought forward to the Board of Trustees. To my recollection, he contacted Barb once more to confirm and then advised me that it should be provided to the Board. I can confirm that these documents were

not distributed by the Town of Palmer Lake other than through the appropriate board process directly to the board via tabletop for the February 26th meeting which is consistent when materials are received after the published packet. I also explained that to Glen and reassured that needed to take place and again stated CMI will not be present.

I trust that this explanation shows that, administratively, we acted within our scope of authority and followed the appropriate process. I appreciate and understand the concerns specific to the dates and production of the materials while juggling all the moving pieces related to this, but we followed consistent best practice and distributed appropriately specific to CMI, the Board, OML. I hope this helps.

Professionally,

Erica N. Romero,CMC
Town Clerk



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Erica Romero

From: Barb Cole at Community Matters Institute <barbcole@communitymattersinstitute.org>
Sent: Tuesday, February 17, 2026 2:04 PM
To: Glen Smith; Erica Romero
Cc: Bob Haywood; Brian Mellea; Kathy Consigli; Scott Woodard
Subject: Termination Letter--TIME SENSITIVE
Attachments: Termination Letter 01.pdf

Importance: High

-----WARNING: This email originated from outside the Town of Palmer Lake. DO NOT CLICK on any attachments or links from unknown senders or unexpected emails. Always check the sender's display name and email address are correct before you communicate.-----

Glen and Erica: Please find our letter of termination per the most recent signed contract. This is also copied to our Board of Directors.

I request that this letter, along with Bob Haywood's Response to baseless accusations of fraud, be presented to the Planning Commissioners tonight and that the same two documents be sent to the Board of Trustees as soon as possible. We are happy to assist you in this difficult transition. These two documents should become part of the public record.



Barbara A. Cole
Executive Director and Founder
Community Matters Institute
Littleton, Colorado
303-730-0396 (office landline)
303-730-3173 (cell)

Erica Romero

From: Barb Cole at Community Matters Institute <barbcole@communitymattersinstitute.org>
Sent: Tuesday, February 17, 2026 3:07 PM
To: Erica Romero
Cc: Glen Smith
Subject: Accusation of Fraud and operating with out a contract

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Erica- Our attorney in Washington DC and our Board of Directors are undertaking a final review of this memo. Please do not put this in the packets. Glen can present as a table-top setting. IF you have any questions, please feel free to call me. Barb



Barbara A. Cole
Executive Director and Founder
Community Matters Institute
Littleton, Colorado
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Erica Romero

From: Barb Cole at Community Matters Institute <barbcole@communitymattersinstitute.org>
Sent: Tuesday, February 24, 2026 4:04 PM
To: Glen Smith; Erica Romero
Cc: Bob Haywood
Subject: Memo addressing accusation of Fraud and Letter of Resignation

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Our memos dated February 18th, 2026, have been reviewed and approved by our Board of Directors. Please distribute to both memos- false accusations of fraud and working without a contract and our termination Letter to Planning Commission and Board of Trustees. DRT members have been informed. Best, Barb



Barbara A. Cole
Executive Director and Founder
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Erica Romero

From: Barb Cole at Community Matters Institute <barbcole@communitymattersinstitute.org>
Sent: Thursday, February 26, 2026 11:18 AM
To: Glen Smith; Erica Romero
Cc: Christi Birkeland; Bob Haywood
Subject: Second contract with Palmer Lake fro Land Use May 8 2025- short explanation of all contracts
Attachments: Palmer Lake REQUEST FOR QUOTE FOR LAND USE CODE I 2023-09-12 copy.pdf; 23-10 Contract page.pdf; Palmer Lake funds to complete the Land Use Code update.docx

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Contract # 1: Hired in response to RFP for Comprehensive Master Plan (Funded by DOLA- Christi should have contracts
Contract # 2: Interim Planner 2023- Contract attached to memo from Haywood
Contract # 3: RFP proposal from CMI Land Use Code and contract for \$50k partially funded by DOLA (Christi should have the contract- this was reviewed by Dawn and proposal reviewers- September 2023
Contract # 4: May 8 contract for \$30 K- scope changed to total rewrite of land use code. (scope of services attached)

ALL CONTRACTS FOR TITLE 17 were called "Land Use."

Erica- I think this will help if you get questioned. It is CRITICAL THAT THE ENTIRE HAYWOOD MEMO AND ALL ATTACHMENTS GET PRINTED(this includes the May 8th 2025 contract.

Let me know if you need anything else.

Both the Comprehensive Plan and Land Use Code update went out for bid, and CMI submitted proposals for both. I believe that all contracts went to the BOT, and a resolution was passed. I do not have the front portion of the 10-2023 contract- I can only find the signature page (attached). Barb



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