

# The Islands 2026 Voting Packet

## Candidate Bios (in order of last name alphabetically)

Don Conroy.....Page 2

Ken Kelley.....Page 3

Kevin Haugen.....Page 4

Fran Lantz.....Page 5

Immanual Martinez.....Page 6

Jeff Reisinger.....Page 7

Eric Wilfley.....Page 8

Jonathan Zhang.....Page 9

2025 Draft Meeting Minutes.....Page 10

2026 Meeting Agenda.....Page 11

# Don Conroy

## **Biography - Express your reasons for running for the Board of Directors and your qualifications.**

*I am running for the Board after serving on the ARC Committee for almost 5 years to bring a different perspective as I have lived in multiple states & Australia along with owning multiple properties with HOA's. My wife & I have fallen in love with the Islands Community over the last 9 years we have lived here & I want to dedicate myself to seeing our community continue to be a desirable place to live.*

*My background has been in home improvements/construction/real estate/property management & sales that will be beneficial to the Board for an alternative perspective as I deal with many Boards throughout Maricopa County. In our time in the Islands, I have developed many meaningful relationships & want to keep the residents' interests at the forefront. I find myself being one of the younger owners living on the waterfront & want to start my relationship with the Islands with the intent of being involved for many years to come. Thank you for your consideration!*

## **As a potential Board member, please answer the following questions:**

### **1. What do you see your role in promoting, maintaining & enhancing our community?**

*As The Islands is approaching over 40 years young, I see a focus on updating different parts of the community to drive the desire to live in our incredible community. I see the Islands as not just a community, but a lifestyle. I want to continue adding other activities & features to build on that lifestyle. Building inclusion for all residents of the Islands is critical & I can help build that inclusion.*

### **2. How do you see your role in interacting with residents & other Board members?**

*As a Board member, it is critical to continue to meet new & other residents to understand fellow residents' interests, concerns & aspirations for our community. To be an effective Board member means being involved in the community to stay on the same page with the residents. Serving on the ARC Committee for the last 5 years, I have had to interact with Board Members & other Members of the ARC Committee to have meaningful, productive interactions together & with the community. I am ready, excited & able to continue building my involvement in our community by serving on the Board.*

### **3. What is the responsibility of the Board regarding the interaction with The Islands Management Company, FirstService Residential?**

*The Board needs to have a solid partnership with FirstService Residential to react quickly to all the needs of our community. In a lake community, we have wildlife, storms, vandalism, boats & community areas where a solid partnership will allow us to address these items as soon as possible after they happen. If we work together, we can be more effective. I have had the pleasure & ability to establish a solid, respectable rapport with FirstService Residential with serving on the ARC Committee over the last 5 years.*

### **4. Additional Comments/Information:**

*The Islands has a diverse range in residents; I can bring a unique perspective to the Board. I have always strived to continually improve myself, my homes & this is the same attitude I will bring as a Board Member. No matter how good we may be, we can always be better & continuously improve where we live.*

# Ken Kelley

## **Biography - Express your reasons for running for the Board of Directors and your qualifications.**

*As a resident of the Islands for almost 36 years, I feel that I should support the community in which we live and that I have grown to love. I took a transfer here with American Airlines. I worked for them 45 years as a mechanic and crew chief except for the three years I spent in the Army. I'm a Viet Nam veteran. For the 19 years we spent in the Western suburbs of Chicago. My wife Sue and I met in college and got married while I was in the Army. She was very involved at our sons schools & Church and served on various boards and committees. I was her back up man and did whatever I could to help at fundraisers and service opportunities. When we moved here she joined the Islands Womens' Club immediately and we fell into the same pattern. We very quickly became part of the Islands Community.*

*In the past we have participated in most of the boat parades and I eventually became involved. I have also worked on the "Cool Car Show" for 4 years. When I was asked to step up and be on the board when a position was available due to a resignation, I accepted.*

## **As a potential Board member, please answer the following questions:**

### **1. What do you see your role in promoting, maintaining, and enhancing our community?**

*I was appointed to the Lake and Landscape Panels. The lakes were the reason we chose to move here. I have begun to learn what it takes to maintain and preserve them, especially when I got to experience the sonar which they use to observe the fish habitat and their population. I also observed the stocking of fish in the lakes. When I first moved here I took a Xeriscape course to learn about how to maintain my landscaping with which I was unfamiliar.*

### **2. How do you see your role in interacting with residents and other Board members?**

*I am impressed by the leadership and dedication of the Board to restore the community to the beauty of the original landscape plans and also to enhance the park. The Islands management company and Board members have established a good working relationship. I would like to continue as a member of the team. If I am elected to continue on the board, I would like to be part of the work to retain the community as a prestigious presence in the East Valley.*

### **3. What is the responsibility of the Board regarding the interaction with The Islands Management Company, FirstService Residential?**

*I have always tried to be a good respectful neighbor by helping them out or just listening to them about their concerns. Being on the Board is a continuation of that goal. We need to make sure the management company does their job and keep communication open between them and The Islands residents. We expect them to maintain the properties as we express the needs and wishes of the community.*

### **4. Additional Comments/Information:**

*I would appreciate your vote.*

# Kevin Haugen

## **Biography - Express your reasons for running for the Board of Directors and your qualifications.**

*We moved to The Islands in 2014 and love it here. We spent 4 years searching all around the valley for the perfect retirement setting. Without a doubt, The Islands is the prettiest waterfront neighborhood in the area and I want to help keep it that way; for myself, my family and my neighbors. I spent 25 years as a successful business owner, leading and empowering our team to achieve personal and professional goals, while fostering growth. We retired in 2021 at which time two of our team members bought the business and are flourishing to this day. I hope to use these same skills to help The Islands improve, flourish and maintain it's appeal.*

## **As a potential Board member, please answer the following questions:**

### **1. What do you see your role in promoting, maintaining, and enhancing our community?**

*As a board member my role is to be a positive, up lifting influence in the promotion, maintenance, and enhancement of this very special high-end community. An active, consistent contributor. Promoting the value of the neighborhood, it's activities and encouraging others to do the same. I would focus on maintaining the culture and beauty of the community by gathering feedback, addressing shortcomings quickly, with transparent communication and offering constructive solution possibilities. While upholding the enforcement of our governing documents, I would hope to offer new ideas and perspectives, while not being afraid to take action in new realistic ways.*

### **2. How do you see your role in interacting with residents and other Board members?**

*Board members and residents are the same. We're neighbors. As a board member I would communicate and listen, with patience and respect; hopefully bringing us together in the connected, common goal of maintaining our community as a place where people want to live and enjoy the beauty of this unique place.*

### **3. What is the responsibility of the Board regarding the interaction with The Islands Management Company, FirstService Residential?**

*I believe the HOA board is responsible for holding FirstService Residential and its management staff accountable. To inspect what we expect; respectful promotion of accountability, holding service providers to the same standard as homeowners are required with their property landscape and home maintenance. To help be their eyes and ears in the community and to let them know when we feel a service provider is not giving the level of service as they once did or as we require in this high-end community.*

# Fran Lantz

## **Biography - Express your reasons for running for the Board of Directors and your qualifications.**

*Over 45 years of sales experience, 35 of those years spent working with Marketing, Events and HR professionals with both start ups and Fortune 100 companies. Created and executed events, built company store merchandise, served on various boards with both sales management and executive management. Understand the need to partner and create win wins for all parties. Currently we own a promotional marketing agency since 2013.*

## **As a potential Board member, please answer the following questions:**

### **1. What do you see your role in promoting, maintaining, and enhancing our community?**

*Understanding what's important to residents and working to change/modify/enhance outdated rules.*

### **2. How do you see your role in interacting with residents and other Board members?**

*I've been interacting with clients and suppliers for 45 years so this is nothing new.*

### **3. What is the responsibility of the Board regarding the interaction with The Islands Management Company, FirstService Residential?**

*Make the experience as seamless as possible, website is updated, phone messages are answered and responded to in timely manner.*

### **4. Additional Comments/Information:**

*Strong personality to fight for what's right and fair and remain flexible when arguments are active.*

# Immanuel Martinez

## **Biography - Express your reasons for running for the Board of Directors and your qualifications.**

*I am running for the Islands Board of Directors to bring disciplined leadership, accountability, and a long-term stewardship mindset to our community. Professionally, I serve as a senior construction executive overseeing complex infrastructure and transportation projects across the United States, with leadership experience spanning from Miami, FL to Arizona. My career has required managing multimillion-dollar budgets, leading large teams, navigating regulatory environments, and delivering results where transparency, planning, and fiscal responsibility are non-negotiable. Beyond my professional background, I am a committed husband and father who values stable neighborhoods, strong community culture, and responsible governance. My family chose The Islands because of its unique character, quality of life, and long-term potential, and I am personally invested in protecting and enhancing that value for every homeowner. I respect the work of the current Board and recognize that effective governance requires collaboration, clear communication, and sound decision-making, not politics. If elected, I will bring a practical, solutions-oriented approach focused on financial oversight, infrastructure preservation, resident engagement, and thoughtful planning. My goal is simple: to help ensure The Islands remains a well-managed, desirable, and financially strong community for today's residents and future generations.*

## **As a potential Board member, please answer the following questions:**

### **1. What do you see your role in promoting, maintaining, and enhancing our community?**

*My role is to help ensure The Islands is thoughtfully maintained, financially sound, and positioned for long-term success. That means protecting property values through disciplined decision-making, prioritizing infrastructure and common-area upkeep, and supporting policies that enhance quality of life for residents. I believe in proactive planning rather than reactive fixes, and in making decisions grounded in data, transparency, and long-term impact. A well-run community does not happen by accident, it requires consistency, accountability, and leadership that treats the association like the valuable shared asset it is.*

### **2. How do you see your role in interacting with residents and other Board members?**

*I view collaboration and communication as essential to effective governance. My approach is to listen first, engage respectfully, and work toward practical solutions that balance differing perspectives. With residents, I believe in approachability, clarity, and responsiveness. With fellow Board members, I value teamwork, professionalism, and healthy dialogue grounded in facts rather than emotion. Strong boards function best when members respect each other's roles, stay focused on the community's best interests, and make decisions collectively and responsibly.*

### **3. What is the responsibility of the Board regarding interaction with FirstService Residential?**

*The Board's responsibility is to provide clear direction, oversight, and accountability while maintaining a professional, collaborative relationship with FirstService Residential. The management company should be viewed as a strategic partner—executing the Board's vision, policies, and priorities efficiently and transparently. The Board must ensure expectations are clearly defined, performance is regularly reviewed, and decisions are aligned with the community's financial and operational goals. Effective oversight strengthens outcomes and ensures residents receive consistent, high-quality management.*

### **4. Additional Comments / Information**

*I am not seeking this position for recognition, but to contribute meaningful leadership to a community my family is proud to call home. My professional background has trained me to evaluate risk, manage budgets, and make decisions that hold up over time. I bring a calm, disciplined, and solutions-driven mindset, and I am committed to serving with integrity, transparency, and respect for all residents. I would be honored to earn your trust and your vote.*

# Jeff Reisinger

## **Biography - Express your reasons for running for the Board of Directors and your qualifications.**

*I bring a disciplined, analytical approach to Board governance shaped by diverse technical and leadership experience. With a background spanning high-risk operations, engineering, and technical instruction, I offer strong judgment and structured problem-solving at the strategic level. As a Senior Electrical Test Engineer, I mentor teams and drive efficient execution, and having served on the Board for the past year, I contribute informed oversight, risk awareness, and practical decision-making.*

## **As a potential Board member, please answer the following questions**

### **1. What do you see your role in promoting, maintaining, and enhancing our community?**

*Having served on the Board of Directors for the past year, I view my role as building upon the strong foundation established by current and former Board members. Their leadership has not only preserved the community's appearance but also ensured its financial stability. I am committed to honoring that dedication while thoughtfully guiding the community through future changes.*

### **2. How do you see your role in interacting with residents and other Board members?**

*As President of the Desert Shores HOA and co-chair of the ARC committee for the past year, I have worked closely with Board and ARC members while addressing homeowner concerns, grievances, and architectural requests. This experience has strengthened my ability to balance governance, compliance, and community interests, and prepares me well to continue serving effectively as a member of the Board of Directors.*

### **3. What is the responsibility of the Board regarding the interaction with The Islands Management Company, FirstService Residential?**

*Based on my year of service on the Board of Directors, and my roles as co-chair of the ARC committee and President of the Desert Shores HOA, my understanding is that the relationship between The Board and FirstService Residential is one of oversight and collaboration. Generally, the Board sets financial priorities and policies, including the management of community funds, authorizes the issuance of dues and enforcement-related assessments in accordance with the bylaws, and reviews FirstService's handling of ongoing obligations such as utility payments and grounds maintenance.*

# Eric T. Wilfley

## **Biography - Express your reasons for running for the Board of Directors and your qualifications.**

*My family and I moved to The Islands in June 2004. It has been our extreme pleasure to be part of this community. We have met so many great people, new friends and have enjoyed being involved in the many events in the community.*

*Now it is time to give more. I want to be part of the Board of Directors' team to help provide continued growth and continue to make our community a proud place to live and grow.*

*I have a Business Management degree from Arizona State University. I ran corporate restaurants in the East Valley since 1978; all were multi-million dollar restaurants. Most recently, I enjoyed 30 years with the same corporation as an Executive Training General manager. Service is my passion. I retired in October 2024 and have more time to give back to our community.*

*I have a great understanding of safety issues, financial statements and how important our "customers" - our residents - are to the community. Communication is extremely important.*

*I would appreciate your vote and support for my service to our excellent community.*

## **As a potential Board member, please answer the following questions:**

### **1. What do you see as your role in promoting, maintaining, and enhancing our community?**

*My role, as a board member, is to be an ambassador for The Islands. To be part of a close, interactive team that listens, communicates and works to ensure the safety, financial stability and development of policies that maintain the integrity and character of our community and its property values. A community where people want to be and are proud to live.*

### **2. How do you see your role in interacting with residents and other Board members?**

*Teamwork is extremely important; no one person can make a community successful. I will be available to be an active contributor in whatever arises. I will act with selflessness to communicate with board members, First Service Residential and our residents. In working together, we can all continue to guarantee the success of our thriving and active community.*

### **3. What is the responsibility of the Board regarding the interaction with The Islands Management Company, FirstService Residential?**

*The board must work as one with FirstService Residential's advice and support. They are a terrific resource and a tremendous help communicating between the Board and the community. This is extremely important and after talking with several members of the board, I know this has been the case. I have witnessed their professionalism and effectiveness where pertinent information was presented and always available. It is evident that the Board and FirstService Residential team have an excellent relationship. This makes it very easy to ensure continued success for our community.*

### **4. Additional Comments/Information:**

*My wife Diane and my 2 children have lived in The Islands since June 2004. We love being involved with our neighbors whether it be the Arc Committee, Islands Women's Club, or at the many social events that take place. It is my/our pleasure to continue to meet so many great people and make many wonderful friends. I love this neighborhood and want to keep it a thriving and respected community.*

# Jonathan Zheng

## **Biography - Express your reasons for running for the Board of Directors and your qualifications.**

*I am running for the Board of Directors because I care deeply about the quality, safety, and sense of community at The Islands. As a resident, homeowner, and parent, I am personally invested in ensuring our neighborhood remains a well-managed and welcoming place for families and residents at all stages of life.*

*Professionally, I have held multiple roles at Amazon, including Program Manager and Supply Chain Manager, which have provided me with strong experience in project management and logistics. I regularly apply data-driven decision-making and cross-functional collaboration to solve complex problems and deliver results.*

*With an MBA degree, I am also proficient in reviewing budgets, evaluating trade-offs, and working with diverse stakeholders to reach fair and practical outcomes. These skills translate well to Board responsibilities and would allow me to contribute thoughtfully and effectively.*

## **As a potential Board member, please answer the following questions**

### **1. What do you see your role in promoting, maintaining, and enhancing our community?**

*My role is to help preserve The Islands as a safe, attractive, and well-maintained community in the long run. This includes supporting consistent enforcement of community standards, ensuring preventive maintenance, and advocating for improvements that enhance quality of life. I would focus on balancing fiscal responsibility with long-term value, ensuring decisions are made with both current residents and future homeowners in mind.*

### **2. How do you see your role in interacting with residents and other Board members?**

*I see my role as a respectful listener and collaborative problem solver. With residents, I aim to be approachable, responsive, and transparent, ensuring concerns are acknowledged and addressed appropriately. With fellow Board members, I value open dialogue, mutual respect, and data-informed decision making. Even when opinions differ, I believe discussion and professionalism lead to better outcomes for the community as a whole.*

### **3. What is the responsibility of the Board regarding the interaction with The Islands Management Company, FirstService Residential?**

*The Board's responsibility is to provide clear direction, oversight, and accountability to The Islands Management Company, FirstService Residential. This includes setting priorities, approving budgets, evaluating performance, and ensuring the management company acts in alignment with the community's governing documents and goals. The Board should maintain a professional, collaborative relationship while holding management accountable for service quality, communication, and operational efficiency.*

### **4. Additional Comments/Information:**

*Our family searched for a home for two years before moving into The Islands community. We love our home and the community, and we have found our neighbors to be welcoming and friendly. We would like to contribute meaningfully to the community we are proud to be part of. Regardless of whether I am selected, we will continue to support, care for, and help The Islands community grow and improve.*



**The Islands Community Association**  
**Minutes from the Annual Membership Meeting**  
*Wednesday, April 23, 2025 - The Islands Community Center at 7:00 p.m.*

**Board Members Present:** *Matt Letter, President; Charlotte Adcock, Secretary & Treasurer; Ken Kelley, Director*

**Board Members Absent:** *James "Skip" Brindle, Vice President, Jordan Heisler, Director; Lauren Joseph, Director*

**First Service Representatives Present:** *Kristina Allen, Senior Vice President; Emily Watson, General Manager; Abigail Helman, Assistant General Manager; Sacha Hutchins, Lifestyle Coordinator*

**Members' Present:** 30

**I. Call Meeting to Order & Certification of Quorum** – C. Adcock, Secretary of The Islands Community Association called the 2025 Annual Membership Meeting to order at 7:00p.m., certifying the quorum of 10% has been met with 28.22% of the membership voting absentee with 925 votes cast.

**II. Welcome & Introductions** – M. Letter, Board of Directors President welcomed those attending, introduced Board members present, Sub-Association members present, Committee members present, Candidates present, Management present and thanked all that have served throughout the year.

**III. Final Call for Ballots** – C. Adcock made a final call for ballots. 2 ballots received.

**IV. Announcement of Voting Results**

- **2024 Annual Meeting Minutes** – C. Adcock, Secretary of The Islands Community Association declared the 2024 Annual Meeting Minutes were approved by the membership, as presented.
- **The Public Roadways Vote**  
The Public Roadway Vote has Passed with majority voting "yes" for retaining the Association's authority to continue regulating the use of public roadways within the community.
- **Declaration of Amendment Proposal**  
The Proposed Declaration Amendment has been approved with over 75% of those voting, vote in favor of it.
- **Candidate Election Results** – C. Adcock, Secretary of The Islands Community Association declared the membership elected the following homeowner to the Board of Directors to serve a three-year term: James "Skip" Brindle, Matt Letter, and Sandy Shrader.

**V. Homeowner Forum:**

- A. Gould commented on the difference between The Islands and The Town of Gilbert
- G. Shanks commented on fish stocking and when fish stocking takes place.
- D. Rudd commented on the Association's water rights.
- D. Wilfley commented positively on the landscaping.
- L. Seli commented on commercial parcel landscaping, and midge flies.
- S. Myrabo commented positively on the landscaping.
- J. Dailey commented positively on the planters and the plant.

**VI. Raffle Prizes** – Two winners from those present, were announced for a gift card donated by Maxwell and Morgan and the second gift card donated by Brightview Landscape.

**VII. Adjournment** – With no further business to come before the Membership, the meeting adjourned at 7:29pm.

*Submitted by,*

*Abigail Helman - Association Assistant Community Manager - Acting as Recording Secretary*



## **Annual Meeting of the Members**

**Wednesday, April 15, 2026**

**The Islands Community Center at 7:00 p.m.**

### **Agenda**

- I.** Call Meeting to Order & Certification of Quorum
- II.** Welcome & Introductions
- III.** Final Call for Ballots
- IV.** Raffle
- V.** Announcement of Voting Results
  - *Meeting Minutes*
  - *Candidate Election Results*
- VI.** Raffle and Thank you
- VII.** Homeowner Forum
- VIII.** Adjournment