



Contact Information:

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In the spirit of transparency, Holley Navarre Water System Inc. (HNWS), recently published that the Articles of Incorporation Amendment vote may not use proxies. After legal interpretation and due diligence, HNWS would like to announce proxies MAY BE used to vote for the Articles of Incorporation Amendment.

HNWS will hold its Annual Membership Meeting and Election of Directors on January 16, 2024, in the Corporate Office, Board Room, at 8574 Turkey Bluff Road. The election will be opened from 7:30A.M. until 7:00 P.M. This year, two directors, serving three-year terms, will be elected via a “Director Ballot.” At the Annual Meeting, Members have an opportunity to vote on an amendment to the Articles of Incorporation via proxy or an “Articles Ballot” on Election Day to resolve a discrepancy between the Articles of Incorporation and By-Laws.

Proxy and Absentee Voting is from November 1, 2023, to December 22, 2023. “Director” and “Article” proxies along with absentee “Director” ballots will be available upon request by calling (850) 939-2427 ext. 237, by email to election@hnws-fl.com, or by coming in person to the Corporate Office at 8574 Turkey Bluff Rd. Any and all member or spouse requests for a Proxy and/ or Absentee “Director” Ballot will be requested to verify active membership with their Web ID or driver’s license. The deadline to mail voter requests from HNWS is December 6, 2023. Proxies MAY BE used to vote for the Articles of Incorporation Amendment. The “Articles Ballot” is only available on Election Day.

2024 Articles of Incorporation Amendment

The current wording of the Articles of Incorporation requires a majority of the members to amend the by-laws. The By-Laws were last updated in 1986, and both Members and Directors have expressed interest in being able to update the By-Laws. Future changes to the By-Laws have not been decided upon and will be discussed in Open Meeting Workshops of the Board of Directors. For more information regarding this update, please visit www.hnws-fl.com.

The 2024 HNWS Board of Directors candidates are:

Rob Low	Mark Miller
Wes Siler	William Thiel

Biographies and Questionnaires:

Biographies

Rob Low (93 words)

I am Kenneth Robert Low, known as Rob. I have been a resident of Navarre since July of 2004. I am married to my wife Kelly and we have an 11 year old son, Callan. We moved to Navarre as it reminded my wife of her hometown, Jupiter, Florida, when she was growing up. I have been employed in sales for the past 30 plus years and currently work for Rapid Response Team, a Florida based disaster response and recovery company. We love Navarre and want the best for all who live here.

Mark Miller (99 words)

I'm married 32 years with 2 adult children and 1 grandchild. I've lived in Navarre for 29 years and am a Broker at Century 21 Island View. I am the current Board President for HNWS and have the experience and knowledge of issues currently facing our water system. I am a Past-President of the Navarre Area Board of Realtors, and a past District Vice President of Florida Realtors. My main goals are to protect our quality and supply of water, expand sewer availability, and keep rates low. Transparency and accountability to our members is crucial with the HNWS Board.



Wes Siler (89 words)

Wes Siler is the Director of Preserve Navarre, a nonprofit and charity serving Navarre's citizens. Wes served on active duty for the US Air Force for 10 years where led multiple teams and deployed to Afghanistan and West Africa. In 2020 he became a reservist and settled permanently in Navarre with his wife, Kat, and children, Samantha and Noah. He has been actively involved in Holley-Navarre Water System since, fighting for continued defense of the Wellfield Protection Area and helping ensure accountability of Holley-Navarre Water System practices and policies.

William Thiel (98 words)

Retired USAF Colonel (O-6). 27+ years of service as Fighter Pilot with 3500+ flight hours including combat. Command positions included Fighter Squadron, Support Group, Vice, and Wing Commanders. Post-AF retirement worked 15 years for Fortune 500 Company as Division Manager with program execution responsibility for government contracts valued at \$70M annually involving direct supervision of 80 personnel. Navarre resident and member of HNWS since 2000. Active community volunteer serving as Chairperson for two Holley By The Sea Homeowners Association Committees. Elected to HNWS BoD in 2021. EDUCATION: BS in Applied Mathematics (1971) and Masters in Business Administration (1976).

Candidate Questionnaire

Background

1. What experiences do you have that is related to Holley Navarre Water System's Mission?
 - *Low*, "I have managed teams of over 100 people. I have strong PR skills, hiring, promoting, firing, disciplined, etc."
 - *Miller*, "I have served on the HNWS Board of Directors for several years and am the current President of the Board. I have also previously served on the Board for Fairpoint Regional Utility System."
 - *Siler*, "I have led many teams in the military to success and I have managed several multi-million dollar budgets responsibly. I have led nonprofits to serve others and helped defend the Wellfield Protection Area vital to the HNWS mission."
 - *Thiel*, "Currently on HNWS Board of Directors – elected Jan 2021; served as HNWS Board Secretary/ Treasurer for 2021 & 2022. Serves as HNWS Board Secretary for 2023."
2. What personal qualities can you bring to the Board of Directors?
 - *Low*, "Wisdom, discernment, & honesty."
 - *Miller*, "Leadership, decision making, desire for transparency, knowledge of HNWS operations and financials, knowledge of HNWS history."
 - *Siler*, "I am a servant-minded leader and team builder. I will bring unity to the team and ensure we bring the best service possible to citizens while creating a positive, dynamic work environment."
 - *Thiel*, "Solid work ethic; devotion to HNWS mission; honesty; integrity."
3. Will you be able to devote the time required to serve? Is there anything in your life that might hinder you?
 - *Low*, "I will devote any time needed to help our water system be the best it can be."
 - *Miller*, "Yes, I can continue to devote the time. Nothing that would hinder me."
 - *Siler*, "Yes. I have a full time job but I will take the required time off to actively participate."
 - *Thiel*, "Yes I will be able to devote required time. Proven by my attendance record over past three years as HNWS Board of Directors Member. Nothing exists to hinder my ability to continue support at this time."



4. Would you have any conflicts of interest, previous or current with the business of Holley Navarre Water System?
 - *Low*, "No."
 - *Miller*, "No conflicts of interest."
 - *Siler*, "No."
 - *Thiel*, "I have no previous, current, or planned future activities that would present a conflict of interest situation with any HNWS business."
5. What other board experiences have you had?
 - *Low*, "I have not previously served on any boards."
 - *Miller*, "Navarre Area Board of Realtors – Director, Officer, President; Florida Realtors – District Vice President; Pirates of the Panhandle – Officer & current President."
 - *Siler*, "I have served on the board of two non-profits including a charity in which I was Treasurer and the other a citizen nonprofit devoted to Navarre. We fought for clean water in Santa Rosa County."
 - *Thiel*, "No actual BOD experience other than HNWS. However, served several years on the Holley by the Sea Homeowners Association Committees as Chairperson for both the Hidden Creek Estates Architectural Control Committee and HBTS Compliance Committee."
6. What do you know about Holley Navarre Water System, Inc?
 - *Low*, "I have lived in Navarre just over 19 years. I know there have been issues in the past & would like to prevent any further issues from occurring."
 - *Miller*, "As a member of the Board for HNWS for many years, I have extensive knowledge of HNWS."
 - *Siler*, "I know that operations are improving and I would like to be part of that improvement."
 - *Thiel*, "I have first hand knowledge of HNWS operations due to having served on Board of Directors as well as in Secretary/ Treasurer Board offices for three years as noted above."

Skills, Abilities, and Talents:

1. How would you characterize the boards' role for Holley Navarre Water System, Inc (HNWS)?
 - *Low*, "Policy approval & budget approval."
 - *Miller*, "The Board's role is to oversee the operations, financials, and growth of the HMWS system while being good stewards of its member's investment."
 - *Siler*, "The board of HNWS conducts the business of the corporation and established policies in accordance with the bylaws."
 - *Thiel*, "My personal opinion is HNWS BOD should provide oversight and guidance on behalf of all HNWS members to ensure operations are conducted IAW the established Articles of Incorporation, By-Laws, and current policies and procedures while ensuring/ exercising sound fiscal responsibility in fiduciary role."
2. How would you describe the goals HNWS and how does HNWS achieve these goals?
 - *Low*, "Clean, drinkable water & proper sewage treatment."
 - *Miller*, "The overall goal of HNWS is to provide water and wastewater services to its members. HNWS does a very good job of this in my opinion, but there are areas that can be improved upon."
 - *Siler*, "HNWS seeks to be a premier water & wastewater utility company and it achieves this when it provides clean water with dependability and efficiency."
 - *Thiel*, "Primary goal = provide safe and reliable water & wastewater services to all HNWS residential & commercial members while complying with all Federal, State, and Local governmental requirements. Secondary = ensure all HNWS operations, including any for profit entities owned by HNWS contribute financially to achieving the primary goal."



3. Do you understand HNWS board has a fiduciary responsibility? If yes, are you prepared to make decisions that a person of reasonable intelligence, discretion, and prudence could be expected to make?
 - *Low*, "Yes & yes."
 - *Miller*, "Yes, the HNWS Board has a fiduciary duty to the members that they represent. Yes, I am prepared to continue to serve in this capacity."
 - *Siler*, "Yes and yes."
 - *Thiel*, "Absolutely – Fiduciary responsibility is an essential requirement for any not for profit utility. My actions and voting record during my past three years on the HNWS Board reflect same."
4. Why would you like to become involved with HNWS, and what has your involvement looked like thus far?
 - *Low*, "I have lived here nearly 20 years & want the best water possible for my child."
 - *Miller*, "I would like to continue to work to see the Eglin Ribs Project and some other projects completed. I have been involved in these projects as a Board Member for many years."
 - *Siler*, "I would like to be involved in the continued improvement of HNWS. I have helped serve as a watchdog function for citizens, but I believe I can accomplish more as a board member."
 - *Thiel*, "Continue to support HNWS Members as HNWS expands and grows. If re-elected I intend to continue as an active Board Member supporting any/ all Board taskings. See previous comments on my involvement in HNWS to date."
5. How do you feel about performance evaluations?
 - *Low*, "Great, to hold people accountable to do the best job possible."
 - *Miller*, "I believe they are a necessary tool in order to set expectations and provide feedback to employees and management."
 - *Siler*, "They are necessary and required 2 to 3 levels of supervision involved."
 - *Thiel*, "Performance evaluations are critical to maintaining a competent, dedicated work force. Periodic evaluation help ensure employees are provided guidance for continuous improvement in their ability to perform their tasks. Additionally, a rigorous PR system is invaluable to retention and provides written justification for salary increases and available annual bonus incentives."

Anyone needing additional information may contact Emerald McDaniel, Executive Coordinator at Holley Navarre Water System, Inc or at election@hnws-fl.com.

Holley Navarre Water System, Inc is a member-owned, not-for-profit corporation that provides water and wastewater treatment services to members in the Holley-Navarre area, and includes The Club at Hidden Creek and Municipal Engineering Services, Inc.

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