



**BOARD OF DIRECTORS MEETING**

**November 15, 2025**

**9:00 A.M. – ACL CLUBHOUSE, 14A157 CANYON CLUB DR, APPLE RIVER, IL 61001  
& VIA ZOOM**

**AGENDA**

- 1.0 CALL TO ORDER – 8:00 A.M.
- 2.0 EXECUTIVE SESSION – 8:00 A.M
- 3.0 RETURN TO OPEN SESSION – 9:00 A.M.
- 4.0 PLEDGE OF ALLEGIANCE
- 5.0 COMMITTEE/COMMISSION REPORTS
- 6.0 TREASURER’S REPORT
- 7.0 GENERAL MANAGER’S REPORT
- 8.0 PRESIDENT’S REPORT
- 9.0 ANY ADDITIONS TO THE AGENDA
- 10.0 CONSENT AGENDA
- 11.0 UNFINISHED BUSINESS
  - 11.1 PHASE III SPILLWAY SUMMARY REPORT – DISCUSSION ONLY
  - 11.2 4.1 EQUAL OPPORTUNITY EMPLOYMENT & WAGE DISCRIMINATION – 2<sup>nd</sup> Reading
  - 11.3 ADOPT THE PROPOSED BUDGET
- 12.0 NEW BUSINESS
  - 12.1 REPLACEMENT OF NIXON BEACH FISHING DOCK
  - 12.2 2026 VISION & LONG RANGE GOALS – PRELIMINARY RESULTS
- 13.0 PROPERTY OWNER COMMENTS (3 MINUTES PER MEMBER)
- 14.0 ADJOURN





# Memorandum

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**To:** Board of Directors

**Date:** November 15, 2025

**From:** ACLPOA

**Memo:** 2025-93

**Topic:** November Consent Agenda

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**Recommendation:** To approve/adopt Minutes from October 18, 2025, Board meeting.



**Apple Canyon Lake Property Owners Association  
Board of Directors Meeting Minutes  
October 18, 2025**

**UNAPPROVED**

**1.0 Call to Order**

Meeting **called to order** by President Nolan Mullen at 8:02 am. Brian Holt in attendance as secretary. All Directors were present, with Brett Livengood participating via Zoom. Interim General Manager Mike Harris was also present.

**2.0 Executive Session**

Bob Ballenger **moved to proceed to executive session** at 8:02 am. **Seconded** by Deb McNamee.

**3.0 Return to Open Session**

Bob Ballenger **moved to return to open session** at 9:10 am. **Seconded** by Carmel Cottrell.

**Motion carried** unanimously.

**4.0 Pledge of Allegiance**

After the Pledge of Allegiance, a quorum was present with the following Directors in attendance: Nolan Mullen, Bob Ballenger, Carmel Cottrell, Crystal Erdenberger, Brian Holt, Mark Kosco, Brett Livengood (via Zoom), Deb McNamee, and Mike Ward. Interim General Manager Mike Harris was also present.

**5.0 Committee/Commission Reports**

**Trails Commission**

Crystal Erdenberger reported that the new trees planted along the trails near Blue Gray Drive look great. Further updates will be in *The Apple Core*.

**Employee Handbook**

Crystal Erdenberger reported that the commission is updating policy language to comport with the Equal Pay Act. The commission was working with the previous GM to update the organization chart; this work will resume after the holidays.

**Conservation Commission**

Mike Ward reported greenway stewardship applications are up to date. Herman Brothers are shocking the lake on October 22. Meeting with McCloud on November 8 to review zebra mussel and other treatment results. Previous GM was preparing sediment samples to be tested; Conservation would like that work to continue at a cost of around \$8500. Looking at options to reduce phosphorus levels. Letters are being sent to area landscaping companies

reminding them that any lawn treatments containing phosphorus are strictly forbidden. 22 bluebird nests were adopted around ACL with 95 fledglings: very exciting!

### **Strategic Long-Range Planning Commission**

Mike Ward reported SLRP has validated vision statements and long-range statements compiled from workshop. Survey going out to all property owners to gather wider inputs via the *Apple Seed* and QR codes posted around ACL facilities.

### **Legal Commission**

Carmel Cottrell reported that the Legal Commission is regularly meeting to update the governing documents and hopes to share that work with the Board in the next few months.

### **Maintenance Commission**

Carmel Cottrell reported that Maintenance is looking at new dock products for the main pier at Nixon Beach.

## **6.0 Treasurer's Report**

The Treasurer's Report is available on the website at <https://www.applecanyonlake.org/group/pages/treasurer-s-report>.

## **7.0 Interim General Manager's Report**

Mike Harris reported that phase III of the spillway project has started. Heavy equipment is staged to start adding clay to level the dam. Trails in the area will be closed while work is underway. We expect to receive the remaining reimbursement for the Winchester Bay grant. The sand trap on hole 8 has been repaired. The Cove is temporarily closed while the Association looks for a new operator. A search for a new General Manager is underway.

## **8.0 President's Report**

The President's Report will be in *The Apple Core*.

## **9.0 Any Additions to the Agenda**

## **10.0 Consent Agenda**

Mark Kosco **moved to approve** the Consent Agenda, which included the following items:

1. Approve minutes from the September 20, 2025, Board meeting.
2. To approve Steve Borst to join the Recreation Commission.

**Seconded** by Carmel Cottrell

**Motion carried** unanimously.

**11.0 Unfinished Business**

**12.0 New Business**

**12.1. Property Owner Fitzjerrells Citation Appeal**

Property owner did not appear. No action was taken.

**12.2. Property Owner Paisley Citation Appeal**

Discussed at the end of the meeting.

**12.3. Greenway Stewardship Application: 12A276/12A277 Lincoln Ct and 12A307/12A308 Nixon Ln**

Crystal Erdenberger **moved to approve** the Greenway Stewardship Application for 12A276/12A277 Lincoln Ct and 12A307/12A308 Nixon Ln per the terms and recommendations agreed to in the application. **Seconded** by Mark Kosco.

**Motion carried** unanimously.

**12.4. Greenway Stewardship Application: 14A109/14A110 Deer Run**

Crystal Erdenberger **moved to approve** the Greenway Stewardship Application for 14A109/14A110 Deer Run per the terms and recommendations agreed to in the application. **Seconded** by Mark Kosco.

**Motion carried** unanimously.

**12.5. 2026 Proposed Calendar**

Deb McNamee **moved to approve** the 2026 ACL wall calendar. **Seconded** by Carmel Cottrell.

**Motion carried** unanimously.

**12.6. Marine Services Lease**

Mark Kosco **moved to extend** the current lease with K&S Marine through June 30, 2026, with the option, if necessary, for additional month-to-month extensions not to exceed August 31, 2026, per the terms of the First Addendum to Marina Service Center Lease between Apple Canyon Lake Property Owners' Association and K&S Marine, Inc. **Seconded** by Bob Ballenger.

**Motion carried** 7-1.

**12.7. Approve the Separation Agreement between ACLPOA and Jon Sabo**

Deb McNamee **moved to approve the separation agreement** between ACLPOL and Jon Sabo. **Seconded** by Bob Ballenger.

**Motion carried** unanimously.

**12.8. Designated Signers for ACLPOA Accounts**

Deb McNamee **moved to designate** the following signers for the ACLPOL accounts at Apple River State Bank: Interim General Manager Michael Harris, President Nolan Mullen, Vice President Mark Kosco, Corporate Secretary Brian Holt, Treasurer Crystal Erdenberger, Bob Ballenger, Carmel Cottrell, Brett Livengood, Deb McNamee, and Mike Ward for Deposit Accounts, including Certificates of Deposits (CDs). Also, to designate the General Manager to appoint signers for the safety deposit box, credit cards, and internal banking access. **Seconded** by Bob Ballenger.

**Motion carried** unanimously.

**13.0 Property Owner Comments**

The Board received comments from several property owners.

**13.1. 12.2. Property Owner Paisley Citation Appeal**

Mark Kosco **moved to proceed to executive session** at 10:15 am. **Seconded** by Crystal Erdenberger.

**Motion carried** unanimously.

Carmel Cottrell **moved to return to open session** at 11:29 am. **Seconded** by Crystal Erdenberger.

**Motion carried** unanimously.

Mark Kosco **moved to uphold** citations 0265 and 0274, and to dismiss citations 0263, 0266, 0267, 0268, 0269, 0270, 0271, 0272, 0273, 0275, and 0430. **Seconded** by Deb McNamee.

**Motion carried** unanimously.

**14.0 Adjourn**

Bob Ballenger **moved to adjourn** at 11:34. **Seconded** by Deb McNamee.

**Motion carried** unanimously.



# Memorandum

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**To:** Board of Directors

**Date:** November 15, 2025

**From:** Employee Handbook Commission

**Memo:** 2025-94

**Topic:** 4.1 Equal Opportunity Employment and Wage Discrimination – Second Reading

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**Issue:** The Employee Handbook Ad Hoc Commission started meeting in July, 2025 to review if any updates were needed in the Employee Handbook. We reviewed the new 2025 Laws for Illinois Employment. We felt all new laws were appropriately addressed by the current handbook and Apple Canyon Lake practices except the clarification of the Equal Pay Act.

The Board of Directors reviewed the proposed 4.1 Equal Opportunity Employment and Wage Discrimination policy at their September meeting. The Board of Directors requested that the proposed policy be review by their attorney, Doug Sury. Mr. Sury has reviewed the policy and made the proposed suggestions.

**Recommendation:** To approve 4.1 Equal Opportunity Employment and Wage Discrimination policy for the Employee Handbook as proposed by Mr. Sury.



## **4.1 Equal Employment Opportunity Act of 1972 and Equal Pay Act**

Effective Date: October 15, 2016

Revision Date:

ACLPOA provides equal employment opportunities (EEO) in all our employment practices to all employees and applicants for employment without regard to race, color, religion, national origin, gender, age, sexual orientation, gender identity, disability, genetic information, marital status, military status, or any other category protected by federal, state, or local laws. This includes prohibiting unlawful discrimination against those associated with or perceived to belong to a protected class, whether or not an employee actually falls into such class. ACLPOA's EEO practices are upheld in every location that it operates and in all aspects of the employment relationship, including but not limited to hiring, recruiting, placement, transfer, promotion, compensation, discipline, termination, layoff, recall, training, and leaves of absence.

EEO violations must be taken seriously and all employees must make every effort to uphold and support ACLPOA's EEO policy. This includes reporting all instances of discrimination or harassment to the General Manager. It is ACLPOA's policy to promptly investigate any reported instance in a thorough manner. ACLPOA forbids any retaliation against those who report or investigate discrimination or harassment. If you suspect discrimination has occurred and wish to file a charge, promptly contact the EEOC.

Employees with protected characteristics under EEO law, such as those with disabilities or seeking accommodation of their religious practices, should notify ACLPOA well in advance of their need for accommodation. ACLPOA will take reasonable measures to accommodate such employees' needs.

### **Equal Pay Act**

ACLPOA will adhere to all applicable aspects and amendments (2025) of the Illinois Equal Pay Act of 2003 (EPA) which requires an employer to pay equal

wages to men and women doing the same or substantially similar work, unless such wage differences are based upon a seniority system, a merit system, or factors other than gender.

- Employers are banned from asking applicants post wage and compensation histories.
- Employees may disclose or discuss their own salaries, benefits, and other compensation with their co-workers and colleagues.
- Employers are not allowed to pay less to African American employees versus non-African American employees.
- Certain employees at large businesses may request wage/salary history for their job title from IDOL.
- Employers that publish job postings must include that position's pay and benefits if an individual works in Illinois or, if working remotely out of state, reports to a supervisor or work location in Illinois.

PROPOSED

## 4.1 Equal Employment Opportunity

Effective Date: October 15, 2016

Revision Date:

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## 4.1A Wage Discrimination

ACLPOA will adhere to all applicable aspects of the Illinois Equal Pay Act of 2003 (EPA) which requires an employer to pay the same wage rate to male and female employees who perform the same, or substantially the same work in jobs that require equal skill, effort, and responsibility and that are performed under similar working conditions, except where the payment is made under:

- A seniority system;
- A merit system;
- A system that measures earnings by quantity or quality or production; or
- A differential based in any other factor other than sex or a factor that would constitute unlawful discrimination under the Illinois Human Rights Act.

ORIGINAL



# Memorandum

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**To:** Board of Directors

**Date:** November 15, 2025

**From:** Budget/Audit Commission

**Memo:** 2025-97

**Topic:** Adopt the 2026 Operating Budget

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**Issue:** The Board of Directors approved the publication of the 2025 Operating Budget at the September 20, 2025, board meeting. The 2026 Operating Budget was advertised for a minimum of 30 days, prior to the Board adopting the budget, as required by CICAA, and can now be adopted.

**Recommendation:** To approve/adopt the 2026 Operating Budget, The 2026 Operating Budget with total revenues of \$6,238,857 and Operating Expenses of \$4,929,927, with transfers to R&R of \$608,617 and Capital of \$712,500.





Account #	Account Name	2023 Actual	2023 Budget	2024 Actual	2024 Budget	2025 Actual	2025 Budget	2026 Budget	2026 Budget
01-5450001	Postage	3,787.19	10,000.00	4,523.22	10,000.00	3,894.02	10,000.00	10,700.00	13,000.00
01-5458001	Office-Postage Machine	2,159.14	1,515.00	1,746.91	1,515.00	912.00	1,435.00	1,824.00	1,800.00
01-5459001	Office-Copier Service	6,287.57	6,000.00	6,986.62	6,000.00	3,264.48	6,300.00	10,080.00	10,080.00
01-5480001	Accounting & PR Services	42,316.43	10,000.00	58,912.38	67,636.00	20,363.37	25,500.00	51,600.00	51,600.00
01-5650001	Licenses & Permits	36.00	100.00	-	100.00	-	200.00	100.00	100.00
01-5672001	Fiscal & Memorials	210.93	400.00	-	400.00	217.04	400.00	400.00	400.00
01-5673001	Plaques, Gifts, Awards, etc	440.73	600.00	75.00	600.00	213.32	354.71	600.00	600.00
01-5674001	Food & Beverages	6,164.54	5,000.00	4,648.72	5,000.00	2,913.64	1,833.02	5,000.00	5,000.00
01-5682001	Software Annual Fee	58,700.62	55,464.00	66,651.65	57,000.00	31,741.00	26,145.24	60,000.00	66,000.00
01-5684001	Computers & Networking	9,386.26	13,000.00	9,450.78	52,999.88	20.34	11,500.00	16,000.00	11,000.00
01-5685001	Audit Consulting Costs	16,500.00	19,500.00	16,500.00	22,500.00	14,500.00	14,500.00	23,000.00	23,000.00
01-5686001	ACL Legal Expenses	25,993.87	25,000.00	23,720.88	25,000.00	17,785.77	8,490.32	36,000.00	36,000.00
01-5694001	Lien/Fronclosure Fee Expenses	3,319.72	4,500.00	4,331.53	4,500.00	3,331.92	3,061.44	4,500.00	4,500.00
01-5698001	SSD/BI/Maint Vehicle Licenses	3,487.40	256,980.00	229,761.37	284,000.00	171,165.54	182,700.26	240,000.00	210,000.00
01-5785001	Bad Debts	171,575.17	50,000.00	45,849.68	50,000.00	16,144.31	19,536.86	49,000.00	49,000.00
01-5786001	Electric	44,062.43	16,250.00	9,566.71	16,250.00	3,121.22	4,999.96	10,000.00	10,000.00
01-5786001	Water	7,110.82	16,200.00	10,776.20	16,200.00	5,790.12	13,967.61	21,000.00	15,000.00
01-5797001	Propane	15,462.68	16,000.00	16,200.00	16,000.00	8,668.40	14,099.78	24,000.00	15,600.00
01-5798001	Telephone	18,947.19	1,000.00	22,189.16	1,000.00	655.98	1,000.00	8,400.00	8,400.00
01-5799001	Internet	1,591.77	1,000.00	4,144.03	1,000.00	1,115.04	655.98	1,000.00	1,000.00
01-5803001	Insurance - Inland Marine (Dredge/Equip)	38,714.00	18,150.00	14,860.00	18,150.00	13,924.00	16,378.00	75,316.40	2025 rate +10%
01-5805001	General Liability Insurance	10,785.00	7,800.00	12,466.00	86,776.69	13,801.00	16,890.30	15,187.10	2025 rate +10%
01-5806001	Umbrella Liability Insurance	16,465.00	22,980.00	16,722.00	16,722.00	15,651.00	13,712.00	17,216.10	2025 rate +10%
01-5808001	Directors/Officers, Fiduciary, Empl Practices Ins	58,099.00	73,000.00	36,841.00	65,000.00	17,713.00	31,804.81	38,500.00	2025 rate +10%
01-5809001	Worker's Comp Insurance	17,783.00	9,534.00	10,045.00	9,534.00	34,987.00	31,993.50	4,964.50	2025 rate +10%
01-5810001	Commercial Property Insurance	17,068.00	13,915.00	7,008.00	-	12,123.00	8,698.80	13,335.30	2025 rate +10%
01-5814001	1st Respond, Heat Lamp, Cyber, Crime Ins	1,321.34	3,000.00	5,476.42	3,000.00	2,072.65	1,999.96	4,200.00	2025 rate +10%
01-5817001	Land Property Taxes	(2,408.66)	2,500.00	-	2,750.02	-	-	-	-
01-5818001	Maine Service Center Property Taxes	43.70	-	-	-	-	-	-	-
01-5898001	Covid-19 Expenses	(627.13)	-	-	-	-	-	-	-
01-5996001	Miscellaneous Expense	153.99	-	625,820.54	-	-	-	-	-
01-5997001	Interest Expense	605,620.81	1,316,304.38	1,879,828.15	1,426,002.38	758,024.00	764,983.41	1,407,446.28	2,061,893.32
01-5999001	Depreciation Expense	1,842,410.04	1,821,812.61	2,079,658.44	2,100,428.64	1,210,217.93	1,198,675.97	1,983,527.89	-
Total		2,640,571.18	147,150.00	143,087.21	147,150.00	169,972.59	169,972.59	147,990.00	147,990.00
02-4201001	92-Communications	106,990.06	84,000.00	96,804.23	100,000.00	42,200.30	88,357.10	100,000.00	110,000.00
02-4202001	Apple Core-Display Ads	202.50	500.00	440.75	500.00	157.50	364.76	500.00	500.00
02-4204001	Web Site Advertising	10,640.00	14,000.00	8,780.00	15,000.00	7,575.79	7,575.79	12,000.00	12,000.00
02-4205001	Calendar Adv	3,615.00	3,600.00	6,800.00	3,600.00	3,600.00	3,600.00	3,600.00	3,600.00
02-4212001	Service Directory Income	185.00	17,000.00	17,030.00	17,000.00	14,135.00	18,000.00	15,000.00	15,000.00
02-4213001	ACL Chronicle	10,000.00	9,000.00	18,600.00	11,000.00	11,000.00	11,000.00	11,000.00	11,000.00
02-4218001	Garage Sales	489.20	800.00	540.00	800.00	420.00	484.21	400.00	400.00
02-4220001	Pinewood Derby	120.00	500.00	582.00	500.00	374.75	500.00	300.00	300.00
02-4221001	Kids Activities	911.45	1,500.00	1,040.00	2,500.00	750.00	800.00	1,100.00	1,100.00
02-4223001	Farm to Table Dinner	3,710.00	4,500.00	4,500.00	5,000.00	-	-	-	-
02-4224001	Haunted Trail	-	2,500.00	-	5,000.00	-	-	-	-
02-4226001	Open Air Concerts	1,000.00	1,000.00	500.00	5,000.00	-	750.00	-	-
02-4227001	Other Unscheduled Events	600.00	3,000.00	60.00	2,500.00	-	175.00	-	-
02-4228001	Trail Trekker/SK	2,430.00	3,000.00	2,715.61	3,000.00	890.00	1,610.96	4,000.00	4,000.00
02-4229001	Food Truck/Farmers Market	-	500.00	-	500.00	-	-	-	-
02-4230001	Clubhouse Rentals	1,275.00	2,500.00	2,860.00	2,500.00	1,250.00	1,575.00	3,000.00	3,000.00
02-4245001	Weddings/Receptions (1-250)	-	800.00	-	800.00	-	-	-	-
02-4246001	Gazabo Rentals	-	250.00	-	50.00	-	-	-	-
Total		143,087.21	147,150.00	169,972.59	169,950.00	67,842.55	104,702.87	147,990.00	147,990.00
02-5025001	Department Wages	115,428.65	130,898.00	60,152.82	109,014.00	36,346.47	56,687.28	114,944.71	135FT
02-5026001	Overtime Wages	4,656.66	3,951.00	4,981.37	8,827.00	3,050.41	4,674.50	9,800.00	Replaces Commissions
02-5050001	Payroll Taxes	10,007.33	10,643.00	9,351.00	10,643.00	8,827.00	9,827.00	10,084.54	
02-5120001	Employee Dental/Eye/Life/STD/LTD	1,832.86	2,712.00	783.31	2,342.52	720.29	678.00	1,848.00	
02-5121001	Employee Health Insurance	12,022.31	14,860.00	7,305.99	6,038.86	4,094.20	4,200.00	8,400.00	
02-5122001	Retirement 401(k)	2,399.74	2,760.00	1,017.40	3,000.00	999.96	2,000.00	1,200.00	
02-5124001	Employee Health Insurance Contribution	(2,995.36)	(2,973.00)	(1,240.94)	(1,820.04)	(816.78)	(855.25)	(2,333.00)	-17.0%
02-5150001	Uniforms & Safety Gear	183.98	600.00	416.98	600.00	350.84	247.31	500.00	
02-5172001	Conf/Training Registration Fee	1,923.27	2,200.00	92.45	2,200.00	204.84	1,000.00	500.00	
02-5173001	Travel Expenses	726.70	800.00	649.99	53.62	277.75	277.75	250.00	
02-5190001	Credit Card Fees - FH	286.05	-	712.43	88.49	249.96	500.00	250.00	
02-5193001	Subscriptions, Manuals, Magazines	1,613.85	1,015.81	1,538.36	1,500.00	1,288.53	191.96	1,650.00	
02-5194001	Memberships & Dues	-	350.00	-	-	-	-	-	Move to 01
02-5198001	Club House FFIE	2,515.87	500.00	87.84	500.00	30.30	54.08	500.00	
02-5199001	Kitchen Equipment FFIE	12.86	5,000.00	16.10	5,000.00	989.55	281.22	500.00	
02-5200001	Furniture, Fixture & Equipment	3,280.75	3,500.00	2,162.11	3,500.00	1,374.7	1,056.12	1,500.00	
02-5201001	Office Supplies	392.91	750.00	325.44	750.00	180.74	400.00	300.00	
02-5202001	General Supplies	430.24	1,500.00	1,417.88	1,500.00	48.32	168.20	200.00	
02-5203001	ACL Chronicle	17,414.82	8,600.00	8,878.06	7,400.00	8,344.05	7,288.42	9,000.00	
02-5204001	Service Directory	10,193.84	8,300.00	10,659.83	10,500.00	4,529.26	5,000.00	5,500.00	
02-5205001	Calendar	10,490.06	4,450.00	5,478.33	4,450.00	4,650.00	5,000.00	6,500.00	
02-5206001	Communications & Marketing	11,373.64	7,000.00	5,573.78	7,000.00	1,939.81	2,343.49	7,000.00	

(555.29)  
118,500.00

Account #	Account Name	2023 Actual	2023 Budget	2024 Actual	2024 Budget	2025 Actual	2025 Budget	2026 Budget	Notes
02-5393001	Apple Core-Postage	17,474.89	12,000.00	16,537.51	14,000.02	6,000.00	8,435.64	17,850.00	
02-5394001	Advertising Commission	25,435.97	14,000.01	21,063.83	20,000.01	7,256.84	10,740.97	22,000.00	
02-5395001	Website-Commission	2,100.75	3,200.00	2,005.49	3,200.00	1,100.19	1,126.65	2,400.00	
02-5396001	Website-Internet Expenses	1,299.58	1,800.00	1,696.39	1,800.00	677.69	550.60	1,500.00	
02-5397001	Graphic Design-Production	7,551.40	5,000.00	7,710.00	7,500.02	4,100.00	5,130.34	9,000.00	
02-5398001	AC Printing Services	31,182.49	25,000.00	26,707.53	27,000.01	12,773.28	12,111.15	27,000.00	
02-5399001	Advertising	1,393.00	-	-	-	-	-	-	
02-5400001	Traffic/Ticketing/5K	3,110.00	3,400.00	2,715.61	3,400.00	425.00	4,000.00	4,000.00	
02-5401001	Pinewood Derby	97.82	425.00	381.07	425.00	286.09	425.00	300.00	
02-5402001	Garage Sales	205.33	300.00	228.80	300.00	228.80	249.23	350.00	
02-5403001	Volunteer Appreciation	903.13	3,000.00	-	3,000.00	-	355.99	4,000.00	Rematerial in 2025
02-5404001	Farm to Table Dinner	5,717.26	3,000.00	-	5,000.00	-	109.88	4,000.00	
02-5405001	Open Air Concerts	5,600.00	3,000.00	6,225.00	4,999.99	2,260.00	109.88	5,000.00	
02-5406001	Haunted Trail	-	2,000.00	-	-	-	-	-	
02-5407001	Kid's Activities	888.18	1,500.00	1,185.27	2,500.00	780.00	234.46	1,000.00	
02-5408001	Other-Unscheduled	1,966.90	1,000.00	1,669.86	1,500.00	279.92	525.00	1,500.00	
02-5409001	Social/Recreation Expenses	107.86	-	(107.86)	-	-	-	-	
02-5410001	Fitness Center, Tennis Courts, Archery Range	684.32	1,000.00	595.36	1,000.00	675.82	499.98	1,000.00	
02-5411001	Music Licenses	1,325.25	1,300.00	1,422.00	1,300.00	1,452.50	1,500.00	1,500.00	
02-5412001	Liquor Licenses	425.00	-	300.00	-	100.00	500.00	500.00	
02-5413001	Fireworks	17,956.77	-	8,000.00	7,000.00	-	-	20,000.00	USA 250th
<b>Total</b>		<b>330,114.02</b>	<b>281,301.81</b>	<b>(187,028.81)</b>	<b>(134,151.81)</b>	<b>211,057.28</b>	<b>274,627.22</b>	<b>137,576.13</b>	<b>283,153.25</b>
<b>Loss</b>									<b>(32,785.26)</b>
									<b>(112,775.21)</b>
<b>Account #</b>	<b>Account Name</b>								
03-4287001	03-Building								
03-4288001	Permits - Accessory Structures		5,000.00			3,063.40		5,000.00	
03-4289001	Permits - Demolition & Shoreline	10.00		129.00		80.00		250.00	
03-4290001	Permits-Driveways	50.00		150.00		90.00		250.00	
03-4291001	Permits - General	5,751.80	1,200.00	5,461.20	5,000.00	1,053.60	1,445.75	3,000.00	
03-4292001	Permits - New Homes	6,325.00	2,000.00	14,625.00	2,000.00	2,000.00	2,000.00	8,000.00	
03-4293001	Environment Impact Fees		2,000.00		2,000.00	2,000.00		8,000.00	
03-4294001	GIS - New Homes	12,136.80	650.00	20,364.20	9,650.00	8,937.00	6,085.75	1,200.00	
<b>Total</b>									<b>84,745.82</b>
03-5025001	Department Wages	31,452.66	30,000.00	32,020.59	31,200.00	18,454.98	16,224.00	32,448.00	
03-5050001	Payroll Taxes	2,645.82	2,601.79	2,652.85	2,496.01	1,705.98	1,441.48	5,168.71	
03-5057001	Septic Inspection		2,000.00	154.44					
03-5105001	Uniforms & Safety Gear		150.00		150.00	149.49		300.00	
03-5112001	Conf/Training Registration Fee		125.00		125.00			125.00	
03-5173001	Travel Expenses		175.00		175.00			175.00	
03-5174001	Reference & Training Material		100.00	270.00	100.00	47.18	100.00	100.00	
03-5194001	Memberships & Dues	270.00	400.00		400.00		150.00	400.00	
03-5200001	Furniture, Fixture & Equipment				200.00		60.59	600.00	
03-5260001	Office Supplies	290.98	500.00	491.48	500.00	486.67	60.59	600.00	
<b>Total</b>		<b>34,659.48</b>	<b>36,051.79</b>	<b>(23,522.68)</b>	<b>(25,698.01)</b>	<b>20,854.22</b>	<b>18,278.07</b>	<b>36,793.85</b>	<b>(46,450.39)</b>
<b>Loss</b>									<b>(162.24)</b>
<b>Account #</b>	<b>Account Name</b>								
04-4680001	04-Maintenance								
04-4700001	Soil Sediment	965.05		728.52		326.86	249.96	500.00	
04-4701001	Fish Stocking Donations	1,564.01		190.00		1,290.00	500.03	1,500.00	
04-4701003	NKCS Grant	4,308.40							
<b>Total</b>		<b>78,186.83</b>		<b>818.52</b>		<b>1,616.88</b>	<b>746.99</b>	<b>2,000.00</b>	
04-5025001	Department Wages	435,939.84	470,302.00	472,211.22	502,881.00	224,121.47	277,869.68	587,871.89	+1FTE for Groundskeeping
04-5050001	Overtime Wages	9,318.14		4,994.39		1,487.11		11FT 2PT 2SNL	
04-5050001	Payroll Taxes	35,723.87	39,691.79	38,245.46	40,230.49	20,041.88	21,628.83	43,865.13	
04-5060001	Contract Labor	7,864.80	19,250.00	13,153.60	13,000.00	97,000.00	80,000.00	123,000.00	2M \$50,000, Weed \$66,000, Herman \$5,000
04-5120001	Employee Detail/Eye/Life/STD/LTD	11,158.77	19,536.00	11,366.81	14,212.80	5,600.77	8,733.00	17,381.00	
04-5121001	Employee Health Insurance	94,770.32	138,452.00	113,926.60	105,273.48	61,288.20	55,498.30	127,164.00	
04-5122001	Employee 401(k)	4,275.38	9,475.00	3,685.81	7,000.00	2,121.35	3,250.32	6,300.00	
04-5124001	Retirement Health Insurance Contribution	(26,771.15)	(36,389.05)	(27,380.66)	(34,111.41)	(14,207.61)	(18,368.00)	(30,701.00)	21.24%
04-5150001	Uniforms & Safety Gear	2,249.96	3,500.00	3,065.01	3,749.98	1,553.85	2,871.72	4,500.00	
04-5172001	Conf/Training Registration Fee	788.62	1,200.00	390.00	1,300.00	218.00	600.00	1,300.00	Dam Operator & Maint CE
04-5173001	Travel Expenses	74.75	100.00	510.28	100.00	28.90	300.00	300.00	
04-5174001	Reference & Training Material	39.85	200.00	58.00	300.01	28.90	100.00	100.00	-to admin
04-5194001	Memberships & Dues	509.89	1,000.00	1,759.95	1,000.00	259.52	709.98	1,200.00	
04-5200001	Furniture, Fixture & Equipment	511.42	1,200.00	1,576.82	1,599.96	463.00	5,105.32	12,000.00	
04-5260001	Office Supplies	13,080.78	10,993.48	11,093.48	2,000.00	6,007.82	6,000.00	500.00	assumes R&R approval for motors
04-5348001	Rental Boat Expense	758.03	2,000.00	919.46	2,000.00	1,275.28	3,200.00	2,500.00	assumes R&R approval for lift truck
04-5456001	Maintenance Equipment Rental	5,419.60	10,000.00	7,103.30	8,000.00	5,792.78	125.00	350.00	Hydra filters
04-5502001	Maintenance Equipment - Solid Waste	16.18	250.00		250.00			27,000.00	Small tools, parts
04-5504001	Maintenance Equipment - Maintenance	29,986.22	30,750.00	27,486.24	25,000.01	7,951.81	13,242.61	500.00	
04-5505001	Maintenance Equipment - Office/Clubhouse	(66.01)	500.00	56.82	500.00	45.02			
04-5506001	Maintenance Equipment - Amusey/Pool	113.57		24.59		98.36			
04-5511001	Club House Grounds Maintenance	659.55	2,000.00	193.00	1,500.00	478.50	600.00	1,000.00	
04-5512001	Nikon Branch Grounds Maintenance	2,784.14	1,500.00	6,484.30	1,500.00	1,327.74	182.91	2,000.00	
04-5513001	Fish House Grounds Maintenance	7,862.24	1,000.00	480.00		1,878.59	750.00	1,250.00	

Account #	Account Name	2023 Actual	2023 Budget	2024 Actual	2024 Budget	2025 Actual	2025 Budget	2025 Budget (6 months)	2025 Budget (6 months)	2025 Budget	2025 Budget	Notes
04-5518001	Lake/Dock Maintenance	2,926.84	5,000.00	16,215.51	3,500.00	15,437.93	7,500.00	7,500.00	15,000.00	30,000.00	10,000.00	Current WD - wood?
04-5518001	Roads/Parking Lots Maintenance	28,147.65	15,000.00	11,757.51	17,000.01	2,320.64	4,497.57	4,497.57	17,000.00	18,500.00	1,000.00	One-time signage @ \$8,000
04-5520001	Trails Maintenance	24,016.42	25,000.00	17,517.67	17,500.00	1,031.06	3,500.00	2,160.00	25,000.00	33,000.00	1,000.00	
04-5521001	Campground Grounds Maintenance	3,849.99	2,500.00	3,545.98	2,500.00	2,553.76	3,500.00	2,160.00	2,500.00	3,500.00	1,000.00	
04-5522001	Chemicals - Lake & Land	4,282.50	20,000.00	100,592.07	87,300.00	1,032.78	7,500.00	500.00	500.00	1,000.00	1,000.00	
04-5523001	Greenways Maintenance	1,325.00	500.00	385.00	500.00	2,340.00	5,000.00	2,710.76	5,000.00	5,300.00	1,000.00	
04-5523001	Pest Control In Buildings	5,729.00	3,700.00	4,535.00	5,000.01	2,340.00	5,000.00	100.00	1,000.00	1,000.00	1,000.00	
04-5530001	K&S Building Maintenance	64.65	1,000.00	128.82	1,000.00	14.94	983.65	983.65	12,000.00	1,000.00	1,000.00	assumes R&R convert to LVT
04-5541001	Security Offices Building Maintenance	15,105.14	2,400.00	13,610.74	14,000.00	251.96	3,388.42	700.61	2,200.00	1,000.00	1,000.00	
04-5542001	Clubhouse/Office Building Maintenance	2,472.67	1,500.00	1,627.87	2,200.00	25.26	700.61	83.51	2,500.00	1,000.00	1,000.00	
04-5543001	Amuse/Pool Building Maintenance	4,000.00	2,200.00	1,435.56	2,100.00	83.51	1,099.98	1,500.00	2,500.00	1,000.00	1,000.00	
04-5544001	Maintenance Shop Maintenance	713.74	2,100.00	(15.14)	2,100.00	3,988.21	1,500.00	1,500.00	2,500.00	1,000.00	1,000.00	
04-5545001	Campground Bathhouse Maintenance	1,055.14	1,000.00	170.88	1,000.00	21.39	670.37	670.37	1,000.00	1,000.00	1,000.00	
04-5546001	Cove Building Maintenance	3,083.45	4,000.00	3,045.00	4,000.00	474.52	4,169.59	5,000.00	5,000.00	8,000.00	8,000.00	Upgrade Utility Boat #1 \$7500, assumes R&R Vehicles
04-5548001	Misc. Building Maintenance	8,756.25	4,000.00	15,886.38	6,000.00	4,380.25	6,550.00	6,550.00	10,000.00	12,000.00	12,000.00	assumes R&R vehicle replace
04-5551001	Observation Tower Maintenance	11,589.89	10,500.00	11,993.03	10,500.00	9,222.66	548.50	206.48	1,000.00	1,000.00	1,000.00	
04-5570001	Security Vehicle/ATV & Boat Maintenance	2,868.07	10,100.00	2,603.93	500.00	338.11	206.48	20,000.00	40,000.00	38,000.00	38,000.00	cost down, tax up
04-5572001	GM/Staff Vehicle Maintenance	939.83	250.00	841.25	450.00	15,675.37	9,942.34	9,942.34	20,000.00	19,000.00	19,000.00	
04-5583001	GM/Staff Vehicle Gas & Oil	41,719.04	38,000.00	38,031.01	47,500.02	8,401.54	4,999.95	200.00	1,000.00	1,000.00	1,000.00	
04-5597001	Maintenance Gas & Oil	15,483.77	16,000.00	20,065.36	24,899.89	2,195.85	2,708.63	61,500.00	10,000.00	1,124,380.82	1,124,380.82	
04-5598001	Security Gas & Oil	4,800.00	6,000.00	6,514.58	9,000.00	496,363.70	551,693.52	551,693.52	1,072,931.74	(1,122,360.82)	(1,122,360.82)	
04-5836001	Lake Sediment Pond	1,250.32	500.00	976,648.66	(975,788.42)	(484,746.74)	(484,746.74)	(484,746.74)	(484,746.74)			
04-5837001	Lake Monitoring Supplies	26.00	100.00	(34.91)	200.00	120.00	200.00	200.00	200.00	300.00	300.00	
04-5838001	Licenses & Permit		10,000.00		200.00							
04-5839001	Crane Contract Labor		7,000.00									
04-5840001	Gas/Oil - Dredge	620.97	5,000.00	329.62	2,000.00							
04-5841001	Dredge Maintenance	10,790.00	10,000.00	9,800.00	10,000.00	641.88						
04-5846001	Lake Water Testing	3,250.00	2,750.00	3,500.00	2,750.00							
04-5871001	Fish Restocking/Management			141.13								
04-5872001	Dam Inspection											
04-5899001	NRCS Grant	7,114.83	4,500.00	6,514.58	9,000.00	2,195.85	2,708.63	2,708.63	10,000.00	10,000.00	10,000.00	
04-5891001	Lake/Watershed Testing	839,306.98	930,737.74	976,648.66	981,786.42	(875,788.42)	(875,788.42)	(875,788.42)	(875,788.42)			
<b>Total</b>		<b>(780,320.05)</b>	<b>(930,737.74)</b>	<b>(930,737.74)</b>	<b>(930,737.74)</b>	<b>(875,788.42)</b>	<b>(875,788.42)</b>	<b>(875,788.42)</b>	<b>(875,788.42)</b>	<b>(875,788.42)</b>	<b>(875,788.42)</b>	
<b>Loss</b>												
<b>Total</b>												
<b>Account #</b>	<b>Account Name</b>	<b>2023 Actual</b>	<b>2023 Budget</b>	<b>2024 Actual</b>	<b>2024 Budget</b>	<b>2025 Actual</b>	<b>2025 Budget</b>	<b>2025 Actual (6 months)</b>	<b>2025 Budget (6 months)</b>	<b>2025 Budget</b>	<b>2025 Budget</b>	<b>Notes</b>
05-4381001	05-Solid Waste & Recycling	122,490.00	121,680.00	122,070.00	121,809.97	61,285.00	61,500.00	61,500.00	120,000.00	137,750.00	137,750.00	incr to \$145
05-4383001	Property Owner Trash Assessment	4,050.00	2,400.00	1,582.50	2,355.00	1,402.21	3,280.00	3,280.00	4,000.00	4,800.00	4,800.00	incr to \$40/item
05-4395001	Scrap Metal Income	128,540.00	124,080.00	128,227.50	125,809.87	65,052.21	64,500.00	64,500.00	127,000.00	145,550.00	145,550.00	
<b>Total</b>												
05-5025001	Department Wages	14,207.76	14,188.00	10,919.85	17,925.01	9,170.00	8,632.11	8,632.11	18,000.00	22,610.71	22,610.71	2PT, incl's 5 add'l hrs per BOO
05-5050001	Payroll Taxes	1,391.00	1,354.00	980.82	1,786.01	819.05	816.94	816.94	1,800.00	2,261.08	2,261.08	
05-5150001	Uniforms & Safety Gear	49.85	100.00	79.86	175.00	133.48	250.00	250.00	250.00	250.00	250.00	
05-5200001	Furniture, Fixture & Equipment	60,357.65	48,000.00	57,904.27	55,000.03	30,709.29	27,500.02	27,500.02	100.00	150.00	150.00	
05-5625001	Scavenger Services	70,006.28	63,747.00	70,117.47	75,043.05	41,380.82	37,109.07	37,109.07	75,150.00	87,271.85	87,271.85	
<b>Total</b>		90,533.71	80,333.00	98,110.03	90,766.82	23,961.39	27,300.83	27,300.83	51,850.00	59,278.15	59,278.15	
<b>Profit</b>												
<b>Account #</b>	<b>Account Name</b>	<b>2023 Actual</b>	<b>2023 Budget</b>	<b>2024 Actual</b>	<b>2024 Budget</b>	<b>2025 Actual</b>	<b>2025 Budget</b>	<b>2025 Actual (6 months)</b>	<b>2025 Budget (6 months)</b>	<b>2025 Budget</b>	<b>2025 Budget</b>	<b>Notes</b>
06-5025001	06-SSD	765.95	750.00	769.23	750.00	139.86	200.00	200.00	500.00	700.00	700.00	Fee increase to \$175
06-4178001	Vending - Candy/Pop	177.15	8,100.00	7,800.00	8,100.00	7,600.00	7,000.00	7,000.00	7,500.00	8,500.00	8,500.00	Fee increase to \$125
06-4179001	Courier Sales Heat Lamps	(10.00)										
06-4200001	Heat Lamps Program Fees	8,333.10	8,850.00	8,699.23	8,850.00	7,739.86	7,200.00	7,200.00	9,000.00	10,200.00	10,200.00	
06-4513001	Misc Sales/Dock Signs	319,724.77	277,942.00	344,828.69	306,996.99	166,873.75	159,440.20	159,440.20	319,279.99	403,969.48	403,969.48	SFT 6PT 6SNL
<b>Total</b>												
06-5026001	Overtime Wages	25,413.97	16,941.12	24,675.67	27,629.99	16,987.79	14,797.16	14,797.16	28,735.19	37,437.15	37,437.15	
06-5050001	Employee Dental/Eye/Life/STD/LTD	4,874.20	6,480.00	4,824.71	8,887.80	2,090.98	3,161.10	3,161.10	6,322.20	6,922.00	6,922.00	
06-5120001	Employee Health Insurance	53,146.81	60,266.00	70,414.38	72,286.99	36,443.82	38,050.02	38,050.02	79,100.10	87,339.00	87,339.00	
06-5120001	Retirement 401(k)	3,282.26	4,896.00	3,698.53	4,498.99	1,776.66	1,765.50	1,765.50	3,531.00	3,600.00	3,600.00	
06-5124001	Employee Health Insurance Contribution	(17,584.50)	(12,014.00)	(16,034.00)	(20,630.00)	(9,815.51)	(10,473.40)	(10,473.40)	(20,947.05)	(21,567.00)	(21,567.00)	-22.89%
06-5160001	Uniforms & Safety Gear	2,275.52	2,000.00	2,377.15	2,500.00	3,462.55	3,250.00	3,250.00	3,500.00	3,500.00	3,500.00	
06-5170001	Conference/Training	141.86	1,500.00	397.12	1,000.00	353.57	1,800.00	1,800.00	1,000.00	1,200.00	1,200.00	
06-5172001	Travel Expenses	482.07	200.00	101.77	200.00	200.00	200.00	200.00	200.00	200.00	200.00	
06-5173001	Conf/Training Registration Fee	36.61	200.00		200.00							
06-5174001	Travel Expenses	36.61	100.00		100.00							
06-5174001	Reference & Training Material	3,857.51	2,400.00	4,592.13	3,000.00	2,949.00	3,508.90	3,508.90	5,000.00	6,000.00	6,000.00	Dain Camera
06-5183001	Subscriptions, incl. Cameras	2,067.45	2,000.00	6,115.02	4,450.01	1,511.00	2,414.19	2,414.19	3,000.00	3,000.00	3,000.00	Next/Ink GPS
06-5194001	Memberships & Dues	6,225.24	2,000.00	4,316.74	3,000.00	4,045.99	8,250.00	8,250.00	11,000.00	5,000.00	5,000.00	2 Trail Speed Signs (\$4500/ea) in 2025; No&B Dam Signs
06-5200001	FFE, incl. AED's	222.84	200.00	777.82	250.00	250.00	250.00	250.00	250.00	250.00	250.00	
06-5248001	Heat Lamps	799.71	500.00	483.54	500.00	6.11	250.02	250.02	500.00	500.00	500.00	
06-5260001	Office Supplies	1,335.88	1,000.00	864.00	1,000.00	825.46	500.00	500.00	1,000.00	1,000.00	1,000.00	
06-5280001	General Supplies	1,335.88	2,000.00	1,898.87	2,000.00	433.64	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2025 Actual will hit Budget
06-5292001	EMS General Supplies		2,000.00		2,000.00		499.99	499.99	1,000.00	1,000.00	1,000.00	
06-5503001	Security Equip, incl. Radios			553.01	750.00	1,025.00						

(109.23)

(1,951.54)

466,828.00

Account #	Account Name	2023 Actual	2023 Budget	2024 Actual	2024 Budget	2025 Actual	2025 Budget	2025 Budget	2025 Budget	2025 Budget
		(6 months)	(6 months)	(6 months)	(6 months)	(6 months)	(6 months)	(6 months)	(6 months)	(6 months)
<b>Total</b>		<b>424,216.28</b>	<b>377,135.87</b>	<b>472,346.88</b>	<b>420,124.77</b>	<b>265,616.88</b>	<b>230,863.51</b>	<b>230,863.51</b>	<b>455,271.43</b>	<b>554,148.61</b>
<b>Loss</b>		<b>(415,993.19)</b>	<b>(388,285.87)</b>	<b>(463,877.65)</b>	<b>(411,274.77)</b>	<b>(257,879.12)</b>	<b>(223,063.51)</b>	<b>(223,063.51)</b>	<b>(447,271.43)</b>	<b>(543,949.61)</b>
<b>Account #</b>	<b>02-Fro Shop E&amp;H</b>									
07-4160001	Credit Card Convenience Fee	13,558.00	-	7,072.23	24,000.00	6,608.06	2,000.00	-	-	12,000.00
07-4570001	Property Owner 8 Holes	9,437.00	-	-	1,000.00	-	-	-	-	-
07-4576001	Daily Cart Rental 6 Holes WD	30.00	-	514.00	200,000.00	136,239.04	101,416.70	220,000.00	5,000.00	5,000.00
07-4584001	Special Events	20,968.41	135,000.00	255,862.59	10,489.98	7,600.63	4,616.57	11,550.00	14,000.00	14,000.00
07-4635001	Pro Shop Food	14,831.18	7,500.00	63,238.68	75,000.00	47,839.59	37,380.78	82,500.00	95,000.00	95,000.00
07-4636001	Pro Shop Non Alcoholic Beverages	83,081.46	51,000.00	4,082.36	3,000.00	2,800.14	1,570.32	3,300.00	5,000.00	5,000.00
07-4637001	Pro Shop Beer	3,688.35	3,000.00	81,624.44	50,000.00	38,801.44	27,281.04	55,000.00	72,000.00	72,000.00
07-4638001	Pro Shop Wine	57,936.05	43,000.00	6,950.31	10,000.00	1,754.55	4,193.50	10,000.00	9,000.00	9,000.00
07-4639001	Pro Shop Liquor	11,810.59	10,000.00	4,861,153.84	373,498.89	244,824.47	178,482.94	388,350.00	470,000.00	470,000.00
07-4642001	Proshop Merchandise	402,331.08	248,500.00	9,852.04	9,850.04	5,124.00	4,623.04	10,244.04	10,853.88	10,853.88
<b>Total</b>		<b>402,331.08</b>	<b>248,500.00</b>	<b>4,861,153.84</b>	<b>373,498.89</b>	<b>244,824.47</b>	<b>178,482.94</b>	<b>388,350.00</b>	<b>470,000.00</b>	<b>470,000.00</b>
07-5021001	Janitorial Wages	9,650.04	9,650.04	9,652.04	9,650.04	5,124.00	4,623.04	10,244.04	10,853.88	10,853.88
07-5022001	Maintenance Wages	168,968.04	172,692.00	251,198.92	241,638.75	130,716.57	107,167.70	251,304.30	256,330.39	256,330.39
07-5023001	Department Wages	11,099.88	12,898.56	334.17	334.17	334.17	334.17	334.17	334.17	334.17
07-5026001	Overtime Wages	18,681.57	18,050.14	27,314.66	21,747.48	14,448.74	10,927.56	22,617.38	23,086.73	23,086.73
07-5050001	Payroll Taxes	980.84	2,472.00	4,185.03	3,627.38	2,491.34	2,387.72	4,735.50	6,275.00	6,275.00
07-5120001	Employee Dental/Eye/Life/STD/LTD	14,414.35	30,138.00	28,262.38	32,124.38	13,088.86	12,748.98	25,487.80	28,941.00	28,941.00
07-5121001	Employee Health Insurance	1,228.27	800.00	1,729.76	2,172.00	801.92	848.98	1,700.00	1,800.00	1,800.00
07-5122001	Retirement 401(K)	(3,118.57)	(8,000.00)	(6,935.56)	(9,265.19)	(3,280.66)	(3,524.20)	(7,048.56)	(7,424.00)	(7,424.00)
07-5124001	Employee Health Insurance Contribution	220.22	500.00	830.27	750.00	620.51	750.00	250.00	850.00	850.00
07-5150001	Uniforms & Safety Gear	280.00	200.00	21.42	500.00	138.88	200.00	250.00	500.00	500.00
07-5172001	Conf/Training Registration Fee	-	200.00	-	200.00	31.31	200.00	200.00	500.00	500.00
07-5173001	Travel Expenses	34,054.38	200.00	39,287.12	24,000.00	14,362.45	10,900.02	25,000.00	23,000.00	23,000.00
07-5190001	Credit Card Fees	998.43	-	4,117.15	4,000.00	1,570.89	5,500.00	4,000.00	4,000.00	4,000.00
07-5193001	Subscriptions, Manuals, Magazines	200.00	200.00	-	200.00	-	200.00	200.00	-	-
07-5194001	Memberships & Dues	1,215.01	1,200.00	1,031.23	2,500.00	4,428.13	5,000.00	5,000.00	2,000.00	2,000.00
07-5200001	Furniture, Fixture & Equipment	197.03	500.00	354.62	400.04	145.71	189.98	400.00	400.00	400.00
07-5260001	Pro Shop Office Supplies	4,632.46	5,000.00	11,776.07	3,500.01	3,842.63	2,000.02	4,000.00	5,000.00	5,000.00
07-5280001	General Supplies	1,247.41	2,500.00	841.87	750.00	850.00	573.63	1,200.00	6,000.00	6,000.00
07-5292001	Pro Shop Special Events/Fundraisers	11,347.84	5,000.00	4,659.91	6,000.00	128.77	2,626.00	6,000.00	6,000.00	6,000.00
07-5302001	Coaching, Caps, etc	2,133.62	7,000.00	4,145.41	4,000.00	1,556.35	2,199.98	4,400.00	4,000.00	4,000.00
07-5305001	Pro Shop Retail Supplies	80,041.68	55,102.00	132,144.75	70,000.01	65,420.12	35,060.63	77,000.01	123,888.08	123,888.08
07-5310001	Pro Shop Food	4,785.13	3,125.00	9,550.61	3,125.00	1,463.26	3,537.50	3,537.50	8,622.52	8,622.52
07-5311001	Pro Shop Non Alcoholic Beverages	69,950.75	22,534.00	41,186.90	18,750.00	10,019.74	20,625.00	20,065.75	20,065.75	20,065.75
07-5312001	Pro Shop Beer	443.38	1,500.00	3,013.54	1,500.00	6,008.45	785.00	1,850.00	3,300.00	3,300.00
07-5313001	Pro Shop Wine	11,215.30	11,921.00	29,354.96	12,500.00	16,618.16	6,808.56	13,750.00	30,638.53	30,638.53
07-5314001	Pro Shop Liquor	804.30	39,811.80	531.24	-	174.44	-	-	(15,000.00)	-
07-5392001	Targeted Efficiency	162.50	-	-	1,000.00	-	200.00	500.00	-	-
07-5398001	Advertising	6,056.13	4,500.00	4,642.02	2,500.00	4,591.29	752.00	2,000.00	4,000.00	4,000.00
07-5507001	Maintenance Equipment - Pro Shop	5,183.55	4,000.00	3,952.80	4,000.00	780.34	2,781.44	4,000.00	4,000.00	4,000.00
07-5640001	Pro Shop Building Maintenance	1,450.00	-	2,050.00	-	600.00	2,100.00	2,100.00	2,100.00	2,100.00
07-5646001	Food Sanitation Permits	359.68	2,150.00	9.99	2,365.00	200.00	200.00	400.00	500.00	500.00
07-5648001	Liquor Licenses	11,373.44	13,283.00	13,292.39	14,611.31	6,422.08	5,312.00	14,000.00	14,000.00	14,000.00
07-5650001	Licenses & Permits	2,055.78	1,500.00	2,645.97	3,425.33	1,684.51	1,063.03	2,500.00	2,700.00	2,700.00
07-5765001	Electric	4,587.41	4,550.00	3,303.70	4,000.01	1,900.38	3,362.80	4,000.00	4,000.00	4,000.00
07-5766001	Water	2,316.00	2,600.00	1,834.05	2,000.00	552.29	1,019.21	2,000.00	1,200.00	1,200.00
07-5767001	Propane	247.87	750.00	750.00	750.00	-	-	-	-	-
07-5768001	Telephone	17,437.00	17,437.00	18,180.00	18,180.00	3,427.00	3,865.00	3,865.00	3,788.70	3,788.70
07-5769001	Internet	1,722.00	950.00	1,066.04	1,350.00	1,133.00	1,000.00	1,000.00	1,244.30	1,244.30
07-5810001	Commercial Property Insurance	8,724.86	13,000.00	10,868.04	3,900.00	2,443.70	3,249.00	6,500.00	6,500.00	6,500.00
07-5813001	Liquor Liability Insurance	516,177.81	447,215.84	673,922.90	510,652.23	317,800.00	241,816.83	521,263.04	585,884.78	585,884.78
07-5816001	Property Taxes	(113,848.75)	(197,715.94)	(207,768.06)	(137,452.24)	(73,176.53)	(63,353.89)	(134,913.04)	(125,898.78)	(125,898.78)
<b>Total</b>		<b>516,177.81</b>	<b>447,215.84</b>	<b>673,922.90</b>	<b>510,652.23</b>	<b>317,800.00</b>	<b>241,816.83</b>	<b>521,263.04</b>	<b>(125,898.78)</b>	<b>\$ 142.00</b>
<b>Loss</b>		<b>(113,848.75)</b>	<b>(197,715.94)</b>	<b>(207,768.06)</b>	<b>(137,452.24)</b>	<b>(73,176.53)</b>	<b>(63,353.89)</b>	<b>(134,913.04)</b>	<b>(125,898.78)</b>	<b>\$ 142.00</b>
08-Golf Course										
08-4190001	Credit Card Convenience Fee	3,129.68	3,129.68	3,129.68	3,000.00	1,794.18	-	2,000.00	3,000.00	3,000.00
08-4570001	Property Owner 9 Holes	71,908.75	55,000.00	82,470.00	35,000.00	29,848.00	15,000.00	40,000.00	5,000.00	5,000.00
08-4575001	Guest Green Fees	42,356.00	37,000.00	2,568.00	30,000.00	2,724.00	3,750.00	10,000.00	39,000.00	39,000.00
08-4576001	Daily Cart Rental 9 Holes WD	4,481.61	6,000.00	171.00	3,899.86	1,999.99	4,000.00	4,000.00	5,000.00	5,000.00
08-4584001	Special Events	37,750.00	35,000.00	34,812.00	49,210.00	18,750.00	18,750.00	50,000.00	35,000.00	35,000.00
08-4585001	Season Pass Property Owner	5,250.00	5,000.00	3,325.00	5,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00
08-4586001	Season Pass Non Property Owner	17,439.00	12,000.00	23,476.00	19,888.86	32,441.00	20,000.00	20,000.00	30,000.00	30,000.00
08-4587001	Season Pass Corporate	1,185.00	750.00	1,100.00	600.00	600.00	1,200.00	1,200.00	1,200.00	1,200.00
08-4588001	Season Pass Junior Age 10-16	450.00	400.00	400.00	450.00	425.00	450.00	450.00	450.00	450.00
08-4595001	Golf Cart Storage - Outside	1,000.00	1,000.00	1,045.00	1,045.00	1,045.00	1,045.00	1,045.00	1,045.00	1,045.00
08-4625001	Golf Advertising	180,810.86	152,200.00	183,910.68	184,536.35	118,548.18	76,149.99	160,850.00	193,850.00	193,850.00
<b>Total</b>		<b>102,386.27</b>	<b>108,224.00</b>	<b>106,570.36</b>	<b>106,200.00</b>	<b>57,636.06</b>	<b>57,164.52</b>	<b>110,448.00</b>	<b>114,313.88</b>	<b>114,313.88</b>
08-5025001	Department Wages	2,102.85	-	1,762.41	-	630.56	-	8,835.63	9,145.08	9,145.08
08-5026001	Overtime Wages	6,940.19	11,413.88	8,435.21	8,485.99	5,102.22	3,826.89	8,835.63	2,727.00	2,727.00
08-5050001	Payroll Taxes	1,308.73	1,308.73	1,831.02	1,831.02	1,140.14	1,140.14	1,272.34	1,272.34	1,272.34
08-5120001	Employee Dental/Eye/Life/STD/LTD	22,440.00	30,138.00	19,774.51	32,124.36	10,759.24	11,801.84	23,603.70	28,941.00	28,941.00
08-5121001	Employee Health Insurance	-	-	-	-	-	-	-	-	-

(3,768.70)

256,330.36

0.03

2025 Budget

2025 Budget

2025 Budget

2025 Budget

2025 Budget

2025 Budget

Account #	Account Name	2023 Actual	2023 Budget	2024 Actual	2024 Budget	2025 Actual	2025 Budget	2026 Budget
08-5122001	Retirement 401(k)	1,100.22	2,400.00	1,195.34	2,597.04	572.23	1,000.00	1,200.00
08-5124001	Employee Health Insurance Contribution	(6,414.70)	(9,010.60)	(5,456.16)	(8,265.12)	(2,409.96)	(5,000.00)	(6,777.00) -21.21%
08-5150001	Uniforms & Safety Gear	231.96	250.00	337.56	400.00	229.75	500.00	600.00
08-5190001	Credit Card Fees	-	-	-	7,074.04	-	-	12,000.00
08-5292001	Special Golf Events/Fundraisers	-	16,500.00	19,896.23	18,000.00	8,392.11	1,500.00	18,000.00
08-5370001	Golf Cart Rentals	16,424.53	800.00	650.24	1,500.00	733.50	500.00	1,000.00
08-5390001	Golf Score Cards/tee Signs	737.33	2,000.00	4,000.00	500.00	-	-	-
08-5399001	Advertising	12,987.47	4,500.00	7,963.73	6,500.04	5,850.23	3,750.00	7,500.00 was \$6,000
08-5507001	Maintenance Equipment - Golf Grounds	31,151.69	23,000.00	22,944.86	23,000.00	10,989.18	8,316.04	22,000.00 \$3000 Aeration
08-5524001	Golf Grounds Maintenance	998.35	5,000.00	4,148.10	5,000.00	1,854.66	4,050.00	4,000.00
08-5590001	Gas & Oil - Golf	-	-	-	1,900.00	240.00	-	-
08-5590001	Licenses & Permits	4,753.02	7,716.00	7,716.00	2,500.00	3,190.15	2,500.00	6,000.00
08-5765001	Propane	1,798.59	9,100.00	1,024.38	9,100.00	1,055.48	1,999.98	1,750.00
08-5797001	Commercial Property Insurance	-	-	-	-	3,313.00	3,025.00	3,644.30
08-5816001	Property Taxes	-	-	5,821.36	8,500.00	3,282.47	4,500.00	6,983.19
<b>Total</b>		<b>202,950.63</b>	<b>199,387.26</b>	<b>204,817.19</b>	<b>212,713.83</b>	<b>119,753.33</b>	<b>220,854.63</b>	<b>232,997.25</b>
<b>Loss</b>		<b>(22,139.77)</b>	<b>(47,187.26)</b>	<b>(10,906.51)</b>	<b>(28,153.88)</b>	<b>(1,205.16)</b>	<b>(80,308.63)</b>	<b>(39,347.25)</b>

(3,644.30)

Account #	Account Name	2023 Actual	2023 Budget	2024 Actual	2024 Budget	2025 Actual	2025 Budget	2026 Budget
08-5190001	08-Hairline	-	-	6,318.75	6,700.00	1,967.45	335.00	6,000.00
08-4196001	Credit Card Convenience Fee	23,181.36	14,000.00	21,334.10	19,000.00	7,246.80	5,946.35	21,000.00
08-4650001	Marine Beer, Wine & Liquor	11,053.57	-	10,536.45	-	4,412.35	10,000.00	11,000.00
08-4660001	Marine Non-Alcoholic Beverage	51,282.55	36,000.00	49,669.59	49,999.99	15,610.58	16,185.36	50,000.00
08-4662001	Marine Groceries	45,468.77	16,000.00	27,143.53	37,966.99	37,000.00	30,000.00	30,000.00
08-4663001	Marine Clothing	20,983.01	17,100.00	22,667.37	18,000.00	6,010.82	10,824.75	24,000.00
08-4664001	Marine General Merchandise	9,356.14	6,000.00	10,307.16	8,500.00	4,376.47	10,000.00	11,000.00
08-4665001	Marine Bait	-	-	-	-	-	-	-
08-4666001	Fishing Licenses	157,651.49	117,000.00	139,874.30	150,000.00	45,552.09	150,000.00	150,000.00
08-4967001	Gas Resale	319,588.81	215,900.00	287,841.16	280,200.00	96,333.83	294,875.00	303,000.00
<b>Total</b>		<b>9,399.95</b>	<b>9,400.00</b>	<b>6,000.00</b>	<b>6,000.00</b>	<b>3,120.00</b>	<b>6,240.00</b>	<b>\$ 780.00</b>
08-5023001	Marine Janitorial Wages	9,400.02	9,400.00	9,846.96	9,846.96	3,287.86	10,243.96	1,200.00
08-5024001	Department Wages	28,996.46	63,817.00	38,404.99	36,567.01	17,494.21	38,029.69	39,360.73
08-5026001	Overtime Wages	472.51	-	471.57	-	-	-	-
08-5050001	Payroll Taxes	2,878.30	5,105.00	3,587.95	3,212.12	1,176.80	3,340.60	3,457.52
08-5150001	Uniforms & Safety Gear	147.60	400.00	219.86	300.00	237.76	300.00	750.00
08-5172001	Conf/Training Registration Fee	103.60	200.00	292.00	200.00	182.80	200.00	200.00
08-5173001	Travel Expenses	-	100.00	-	100.00	75.00	100.00	-
08-5174001	Reference & Training Material	-	-	-	-	38.85	7,000.00	-
08-5180001	Credit Card Fees	18,823.80	-	18,480.28	6,700.00	5,966.47	12,000.00	12,000.00
08-5183001	Subscriptions	97.85	-	97.85	-	288.12	-	-
08-5184001	Memberships & Dues	3,975.45	1,000.00	48.00	1,000.00	24.00	500.00	2,000.00
08-5200001	Furniture, Fixture & Equipment	120.88	100.00	54.76	100.00	103.02	100.00	200.00
08-5260001	Marine Office Supplies	965.97	250.00	6.84	250.00	150.00	250.00	100.00
08-5280001	General Supplies	35,280.19	19,000.00	35,663.52	30,000.00	13,067.90	30,000.00	24,000.00
08-5294001	Marine Groceries	6,739.71	10,260.00	11,491.47	10,800.00	2,758.13	9,768.50	12,000.00
08-5295001	Marine General Merchandise	6,281.81	5,000.00	5,853.86	5,000.00	2,870.42	4,154.21	7,470.87
08-5296001	Bait	-	6,400.00	-	-	-	-	-
08-5297001	Fishing Licenses	137,656.22	86,000.00	108,250.32	114,000.00	36,508.68	32,105.99	120,220.65
08-5298001	Marine Gas Resale	30,189.56	8,000.00	15,606.49	22,799.88	3,172.86	13,495.69	22,500.00
08-5302001	Clothing, Caps, etc	-	-	5,092.69	-	3,703.66	8,842.31	5,500.00
08-5303001	Marine NA & Deli	15,736.21	8,400.00	13,413.33	11,400.00	6,864.24	4,275.00	16,800.00
08-5304001	Beer, Wine & Liquor	51.84	500.00	63.53	500.00	182.37	500.00	500.00
08-5509001	Maintenance Equipment-Marina	539.08	1,000.00	4,276.96	1,196.96	-	103.82	500.00
08-5515001	Marine Grounds Maintenance	372.00	-	325.00	-	224.40	961.75	2,000.00
08-5538001	Marine Building Maintenance	-	-	-	-	-	630.00	1,200.00
08-5625001	Scavenger Services	-	-	-	-	-	1,290.00	1,200.00
08-5646001	Food Sanitation Permits	1,100.00	1,200.00	1,725.00	1,725.00	1,725.00	1,725.00	1,725.00
08-5648001	Liquor Licenses	400.00	4,000.00	5,809.66	4,500.02	3,028.56	1,615.51	5,000.00
08-5650001	Licenses & Permits	6,333.78	4,125.00	3,975.25	2,000.01	1,012.20	2,777.73	2,500.00
08-5765001	Electric	3,282.83	1,200.00	3,211.18	1,000.00	1,031.37	2,000.00	2,000.00
08-5796001	Water	2,019.51	2,000.00	991.66	1,800.02	411.83	523.96	1,200.00
08-5797001	Propane	10,568.00	10,568.00	12,153.20	3,325.00	3,325.00	3,630.00	3,630.00
08-5798001	Telephone	376.00	500.00	425.00	500.00	425.00	500.00	500.00
08-5810001	Commercial Property Insurance	4,557.42	5,951.92	5,330.00	1,784.84	2,499.97	2,499.97	5,000.00
08-5813001	Liquor Liability Insurance	346,205.82	284,525.00	299,670.47	284,525.00	108,094.47	125,965.00	299,654.73
08-5817001	Marine Property Taxes	-	-	1,437.84	1,437.84	(17,691.30)	531.07	3,045.27
<b>Total</b>		<b>(27,616.91)</b>	<b>(49,925.00)</b>	<b>(11,799.40)</b>	<b>(17,691.30)</b>	<b>(28,831.07)</b>	<b>(80,308.63)</b>	<b>(39,347.25)</b>
<b>Loss</b>		<b>(27,616.91)</b>	<b>(49,925.00)</b>	<b>(11,799.40)</b>	<b>(17,691.30)</b>	<b>(28,831.07)</b>	<b>(80,308.63)</b>	<b>(39,347.25)</b>

(190.15)

39,550.88

Account #	Account Name	2023 Actual	2023 Budget	2024 Actual	2024 Budget	2025 Actual	2025 Budget	2026 Budget
10-4485001	10-Pool	2,445.00	2,000.00	1,475.00	1,500.00	450.00	1,500.00	2,350.00
10-4487001	Pool Parties	1,092.22	2,938.00	2,525.00	2,700.00	2,000.00	3,000.00	3,000.00
10-4488001	Swimming Lessons	1,182.50	2,200.00	780.00	2,200.00	1,000.00	1,200.00	1,000.00
10-4490001	Aqua Events	750.00	1,200.00	1,850.00	1,000.00	1,000.00	1,000.00	1,500.00
10-4496001	Lifeguard Class	5,499.72	7,825.00	7,043.00	7,225.00	4,450.00	6,700.00	8,450.00
<b>Total</b>		<b>94,056.15</b>	<b>103,881.00</b>	<b>105,013.84</b>	<b>114,688.00</b>	<b>35,706.29</b>	<b>80,000.00</b>	<b>115,594.67</b>
10-5025001	Department Wages	-	-	-	-	-	-	-
10-5026001	Department Wages	-	-	-	-	-	-	-
10-5027001	Department Wages	-	-	-	-	-	-	-
10-5028001	Department Wages	-	-	-	-	-	-	-
10-5029001	Department Wages	-	-	-	-	-	-	-
10-5030001	Department Wages	-	-	-	-	-	-	-
10-5031001	Department Wages	-	-	-	-	-	-	-
10-5032001	Department Wages	-	-	-	-	-	-	-
10-5033001	Department Wages	-	-	-	-	-	-	-
10-5034001	Department Wages	-	-	-	-	-	-	-
10-5035001	Department Wages	-	-	-	-	-	-	-
10-5036001	Department Wages	-	-	-	-	-	-	-
10-5037001	Department Wages	-	-	-	-	-	-	-
10-5038001	Department Wages	-	-	-	-	-	-	-
10-5039001	Department Wages	-	-	-	-	-	-	-
10-5040001	Department Wages	-	-	-	-	-	-	-
10-5041001	Department Wages	-	-	-	-	-	-	-
10-5042001	Department Wages	-	-	-	-	-	-	-
10-5043001	Department Wages	-	-	-	-	-	-	-
10-5044001	Department Wages	-	-	-	-	-	-	-
10-5045001	Department Wages	-	-	-	-	-	-	-
10-5046001	Department Wages	-	-	-	-	-	-	-
10-5047001	Department Wages	-	-	-	-	-	-	-
10-5048001	Department Wages	-	-	-	-	-	-	-
10-5049001	Department Wages	-	-	-	-	-	-	-
10-5050001	Department Wages	-	-	-	-	-	-	-
10-5051001	Department Wages	-	-	-	-	-	-	-
10-5052001	Department Wages	-	-	-	-	-	-	-
10-5053001	Department Wages	-	-	-	-	-	-	-
10-5054001	Department Wages	-	-	-	-	-	-	-
10-5055001	Department Wages	-	-	-	-	-	-	-
10-5056001	Department Wages	-	-	-	-	-	-	-
10-5057001	Department Wages	-	-	-	-	-	-	-
10-5058001	Department Wages	-	-	-	-	-	-	-
10-5059001	Department Wages	-	-	-	-	-	-	-
10-5060001	Department Wages	-	-	-	-	-	-	-
10-5061001	Department Wages	-	-	-	-	-	-	-
10-5062001	Department Wages	-	-	-	-	-	-	-
1								



CP - Dues	(887,247.75)	-	-	-	-
R&R - Dues	(256,049.71)	-	-	-	-
CE - Interest	(50,038.40)	-	(804,040.88)	-	-
R&R - Interest	(49,437.43)	-	-	-	-
R&R - Emails	(71,549.47)	-	-	-	-
DF	-	-	-	(100,000.00)	-
Boyle Payroll	-	-	-	(115,000.50)	-
2023 Deficit	-	(33,123.60)	73,391.92	925.32	-
<b>TOTAL</b>	<b>(622,205.85)</b>	<b>(33,123.60)</b>	<b>73,391.92</b>	<b>2,066.95</b>	<b>(134,137.70)</b>

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# Memorandum

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**To:** Board of Directors

**Date:** November 15, 2025

**From:** Maintenance Commission

**Memo:** 2025-95

**Topic:** Replacement of Nixon Beach Fishing Dock

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**Issue:** Fishing dock replacement needed at Nixon Beach for safety. (Budgeted in RR 2026)

**Recommendation:**

Wave Armor® Floating Dock System purchase and installation, with a maximum budget of \$90,000.



## **FREEDOM FROM FLUCTUATING WATER LEVELS**

With a floating dock you never have to worry about fluctuating water levels or rough conditions. Some applications allow for leaving our docks in water that freeze over in the winter. No need for seasonal removal!

## **EASY & MODULAR**

Our patented and proven H-Beam connection provides a seamless topside surface and makes it simple to install, expand or remove dock sections -making it easier than ever to change your layout anytime or add accessories as you please.

## **PREMIUM MATERIALS**

Crafted from durable rotomolded polyethylene for unmatched durability & long-lasting performance. UV stabilizing components prevent fading, cracking, and chipping. Other than a good power wash here and there, Wave Armor is maintenance-free.

## **EXCEPTIONAL PERFORMANCE**

Our rotomolded material is not only extremely durable, but it's thicker and has a fully encased, safe, marine-grade foam fill. This prevents the "spongy" feeling that competitor docks experience under the hot sun. Our foam fill creates the most stable surface on the market, so you won't even feel like you're floating at all. Our patented flagstone pattern is not only aesthetically pleasing, it's functionally designed to move water off the surface.

## **ENDLESS POSSIBILITIES**

Extensive options for connecting to any shoreline, seawall or existing structure plus a vast catalog of accessories and boat or PWC port options to create your perfect design – we can customize any solution for your waterfront.

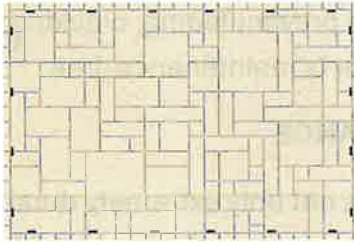
## **AMERICAN MADE**

Crafted with care and passion in the heart of Minnesota. We're not just about building exceptional products; we're about delivering an unmatched customer service experience.



MAINTENANCE COMMISSION Recommendation:  
Why we chose Wave Armor over the other docking systems...

October 28, 2025



## COMPARED: Three Composite Floating Docks

Dock 1 EZ DOCK \$95,000. (source Jon Sabo)

Dock 2 MOD U DOCK \$68,653. (Must take out for winter)

Dock 3 WAVE ARMOR \$67,900. with handicap ramp and rails.

Ten-year warranty, skid resistant, anchored with existing poles, cement blocks and chains on bottom of lake surface, life span 50 years.





# Memorandum

**To:** Board of Directors

**Date:** 11/15/25

**From:** Strategic Long Range Planning Commission (SLRP)

**Memo:** 2025-96

**Topic:** 2026 Vision & Long Range Goals – Preliminary Results

**Issue:**

- The current process for establishing ACL’s long-term vision, goals, strategy, and action plans is inefficient, inconsistent and incomplete.
  - ‘**Vision**’ and ‘**Long-Range Goals**’ are unclear, out dated, not updated on a regular basis, and established by SLRP Commission only (no input from other stakeholders).
  - GM/Executive Committee establishes General Managers annual objectives (Action Plan) without reference to ACL’s Vision, Long Range Goals, and Strategy.
- SLRP Commission created a new format to establish a dynamic and practical process that facilitates best-practices: **Vision > Long Range Goals > Strategy > Action Plan**
- SLRP Commission facilitated a meeting on 8/23/25 with 40+ ACL stakeholders (Board Members, Commission & Committee Members, and the General Manager) to establish Vision & Long-Range (5-10 years) Goals, that will be reviewed on an annual basis.
- Vision Statements & Long-Range Goals were validated in terms of level of agreement, by the co-authors (i.e. meeting participants) AND Property Owners, via a survey between 9/16/25-11/9/25.
- Preliminary results are being provided to the Board of Directors at this time.
- SLRP Process Final Step: prioritize results, based on consensus, and incorporate the Vision Statements and Long-Range Goals into the revised 2026 template (POAP – Plan-On-A-Page) and gain Board Approval.

**Recommendation:**

- Informational only. No motion at this time
- Approval of final POAP (Plan-On-A-Page) scheduled for December Board Meeting

