



BOARD OF DIRECTORS MEETING

December 20, 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 REPLACEMENT OF NIXON BEACH FISHING DOCK
 - 11.2 FINAL RESULTS FOR 2026 VISION & LONG RANGE GOALS
- 12.0 NEW BUSINESS
 - 12.1 GREENWAY STEWARDSHIP APPLICATION 1A61 BLACKHAWK LANE – HOLT
 - 12.2 GOLF COMMISSION DESIGNATED FUND APPROVAL
- 13.0 PROPERTY OWNER COMMENTS (3 MINUTES PER MEMBER)
- 14.0 ADJOURN



Memorandum

To: Board of Directors

Date: December 20, 2025

From: ACLPOA

Memo: 2025-99

Topic: December Consent Agenda

Recommendation: To approve/adopt Minutes from November 15, 2025, Board meeting.

To approve Dave Allgood is stepping down from Chairperson of AECC, but will remain as a member.

**Apple Canyon Lake Property Owners Association
Board of Directors Meeting Minutes
November 15, 2025**

UNAPPROVED

1.0 Call to Order

Meeting **called to order** by Vice President Mark Kosco at 8:07 am. Brian Holt in attendance as secretary. The following Directors in attendance: Bob Ballenger, Carmel Cottrell, Crystal Erdenberger, Brian Holt, Mark Kosco, Brett Livengood (via Zoom), Deb McNamee, and Mike Ward (via Zoom). Interim General Manager Mike Harris was also present. President Nolan Mullen joined the meeting at 8:35 am.

2.0 Executive Session

Bob Ballenger **moved to proceed to executive session** made at 8:07 am. **Seconded** by Carmel Cottrell.

3.0 Return to Open Session

Carmel Cottrell **moved to return to open session** at 9:19 am. **Seconded** by Bob Ballenger.

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 (via Zoom). Interim General Manager Mike Harris was also present.

5.0 Committee/Commission Reports

Conservation Commission

Pam Opyd reported that Conservation will call a special meeting next month to review the fishery and zebra mussel treatments and determine how to proceed. They also plan to investigate grant opportunities for various projects. A general summary of the watershed plan will be presented to the Board in December, including our five-to-ten-year goals.

Nominating Committee

Mike Yorke reported they have three candidates for the Board and are looking for two more. Applications are due in January.

Rules & Regulations Commission

Brian Holt reported Rules & Regulations did not meet in November due to scheduling conflicts.

Maintenance Commission

Carmel Cottrell reported maintenance had their last meeting in October and won't meet again until March.

GM Search Committee

Mark Kosco reported the search committee has conducted three interviews, with one candidate being interviewed twice. There are more to come, and the committee feels good about the progress.

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 the weed harvester engine failed earlier in the year, but a new engine is being installed, with all costs covered by the warranty. Pro Shop annex construction is on track, with the glass garage door to be installed next. A contract was signed for 4th of July fireworks, which will take place on Saturday, June 27, 2026. The farm lease has been renewed and will be signed in December. Installation of additional lake shoreline riprap has started, with 1000 linear feet to be placed in each of Blackhawk Cove and Hawthorne Bay.

8.0 President's Report

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

9.0 Any Additions to the Agenda

No additions were made 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 October 18, 2025, Board meeting.

Seconded by Carmel Cottrell.

Motion carried unanimously.

11.0 Unfinished Business

11.1. Phase III Spillway Summary Report: Discussion Only

Mike Yorke reported on the successful completion of the spillway project. President Nolan Mullen presented awards to Barry Kren and Jeff Rice for their service managing the execution of the project.

11.2. 4.1 Equal Opportunity Employment & Wage Discrimination, 2nd Reading

Crystal Erdenberger **moved to approve** 4.1 Equal Opportunity Employment and Wage Discrimination policy for the Employee Handbook as proposed by Association attorney Doug Sury.

Seconded by Deb McNamee.

Motion carried unanimously.

11.3. Adopt the Proposed Budget

Carmel Cottrell **moved to approve/adopt** 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, and to adopt the fee schedule as published.

Seconded by Bob Ballenger.

Motion carried unanimously.

12.0 New Business

12.1. Replacement of Nixon Beach Fishing Dock

Deb McNamee **moved to approve** the purchase and installation of a Wave Armor® Floating Dock System with a maximum budget of \$90,000.

Seconded by Bob Ballenger.

Motion withdrawn because the project is budgeted for 2026.

12.2. 2026 Vision & Long Range Goals: Preliminary Results

Mike Ward shared preliminary results of the SLRP survey with the Board.

13.0 Property Owner Comments

The Board received comments from several property owners.

14.0 Adjourn

Bob Ballenger **moved to adjourn** at 10:14. **Seconded** by Mark Kosco.

Motion carried unanimously.



Memorandum

To: Board of Directors

Date: December 20, 2025

From: Maintenance Commission

Memo: 2025-103

Topic: Replacement of Nixon Beach Fishing Dock

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.



Memorandum

To: Board of Directors

Date: December 20, 2025

From: Strategic Long Range Planning Commission (SLRP)

Memo: 2025-101

Topic: Vision & Long Range Goals – Final Results for 2026

Issue:

- The current process for establishing ACL’s long-term vision, goals, strategy, and action plans was revised for 2025, including a new POAP Template and collaborative 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 (417) Property Owners, via a survey between 9/16/25-11/9/25.
- SLRP Commission processed the results, based on consensus & conformance to SLRP guidelines, and incorporated the Vision Statements and ‘primary’ Long-Range Goals into the revised 2026 template (POAP – Plan-On-A-Page).

Recommendation:

- Approval of SLRP Vision & Long-Range Goals (POAP Template) – **Exhibit 1**
- ‘Secondary’ Long-Range Goals and ‘Sort-Term’ Goals are also being provided as a reference for the Board, Staff, and Commissions/Committees/Clubs - **Exhibit 2**

Strategic Long-Range Plan for 2026

CATEGORY (Subject)	VISION (Desired State)	LONG RANGE GOALS (5 Years)	STRATEGY (Path to Success)	ACTION PLAN * (GM Yearly Objectives)	%
<p>Financial: Revenue Generation, Expense Management, Profitability, and Funding</p>	<p>Property Owner's cost (dues & fees) are controlled by optimizing each amenity's financial contribution against the value it provides and via prudent spending.</p>	<p>Retail amenities (Cove, Pro Shop, Golf, and Marina) are operating at a breakeven or better, providing a positive financial contribution to ACL finances.</p> <p>Provide more fund raising events to build up designated funds to help finance (future) new projects.</p> <p>The Foundation is supported by the Board, GM & Property Owners and reaches their endowment goals.</p> <p>The campground is self-sustaining (e.g. pays for electrical usage) and continues to provide a positive financial contribution.</p> <p>Provide incentives for lake front shore line preservation and maintenance.</p>	<p><i>How to achieve vision and long range goals</i></p>	<p>1.</p> <p>2.</p> <p>3.</p> <p>4.</p> <p>5.</p>	<p>4%</p> <p>4%</p> <p>4%</p> <p>4%</p> <p>4%</p>
<p>Operations, Communication & Management: Resources, Systems, Processes, and Tools</p>	<p>The ACL Community (Board of Directors, Staff, Commissions, Committees, Clubs, and Property Owners) work together and are accountable for all aspects of the ACLPOA operation, including resources, leadership, strategic planning, processes, systems, and tools.</p>	<p>Board and GM collaborate with commissions/committees to establish, and review frequently, annual strategies & action plans that support the ACL Vision and Long-Range Goals.</p> <p>All leaders, managers, and staff are trained, coached, and provided with the tools they need to succeed.</p> <p>Single POS system used by Golf/Pro Shop, Marina, Office, and Cove, for consistency, efficiency and analytics.</p> <p>Human Resources (Staff & Volunteers) are sized to meet ongoing needs and enable the GM/Board to focus on planning & strategizing and to drive community involvement.</p>	<p><i>How to achieve vision and long range goals</i></p>	<p>1.</p> <p>2.</p> <p>4.</p> <p>5.</p>	<p>4%</p> <p>4%</p> <p>4%</p> <p>4%</p>
<p>Infrastructure Maintenance & Preservation: lake, land, roads, trails, and facilities</p>	<p>The lake, land, roads, and trails are maintained and preserved, to optimize the beauty and health of ACL Property.</p>	<p>Build and maintain walking trails and green paths to scenic spots to view the lake (e.g. clubhouse point, mud bog water crossing, spillway look out, etc.).</p> <p>Add and maintain trails so that every section has easy access to the main trail without driving on the roads and/or in the greenway.</p> <p>Greenways are maintained on a schedule to reduce invasives and encourage native plants.</p> <p>Greenway is defined by geographical zones of ecosystem types (forest, oak savanna, and prairie) and preserved as much as possible, with minimal removal of 50' shoreline tree buffer.</p> <p>Execute existing Watershed Plan (separate document) to optimize lake health (fish, chemicals, nutrients, algae, weeds, zebra mussels, etc.).</p>	<p><i>How to achieve vision and long range goals</i></p>	<p>1.</p> <p>2.</p> <p>3.</p> <p>4.</p> <p>5.</p>	<p>4%</p> <p>4%</p> <p>4%</p> <p>4%</p> <p>4%</p>

Strategic Long-Range Plan for 2026

CATEGORY (Subject)	VISION (Desired State)	LONG RANGE GOALS (5 Years)	STRATEGY (Path to Success)	ACTION PLAN * (GM Yearly Objectives)	%
Amenities & Services: financial & service evaluation and improvement	Amenities are well maintained, updated, and improved to optimize property owner utilization, experience, and property value.	Nixon Beach area is expanded, enhanced, and hosts more activities & events embraced by Property Owners. Facilities, amenities & assets are routinely evaluated and the R&R (Replacement & Renovation) fund is fully funded, to be able to maintain them. Retail amenities (Cove, Pro Shop, Golf, and Marina) are managed efficiently and effectively to optimize service levels. Marine Services provides quality services, including: sales, maintenance, repair, winterization, and storage.	<i>How to achieve vision and long range goals</i>	1. 2. 3. 4.	4% 4% 4% 4%
Growth & Property Owner Value: population control & property value	Population (Property Owners, Guests, Renters & Public) growth is controlled, to optimize demand for property and manage amenity capacity & enjoyment.	Managed home growth to align with, and minimize the strain on, our existing infrastructure (roads, lake, trails, amenities, etc) and resources. Implement enhanced security measures (e.g. electronic amenity tracking via Fob) to reduce non-owner authorized access. Tighter controls and regulations on RENTAL properties (limit the quantity & guests, members only, higher fees, amenity access, etc.) to reduce security resources.	<i>How to achieve vision and long range goals</i>	1. 2. 3.	4% 4% 5%
Governance: rules, regulations, and compliance	Compliant Rules & Regulations are established and enforced to protect property owners, and their guest, mitigating personal and property risks.	Rules (including Greenway Program, trespassing, etc.) are enforced, fines are collected, and violation & appeal stats are published. UTVs are allowed on road (lobby with township) to expand recreational usage and reduce ACLPOA's liability. Rules & Regs are updated, easy to understand, and fair, based on changing patterns (e.g. trail structure and vehicle types).	<i>How to achieve vision and long range goals</i>	1. 2. 3.	5% 5% 5%
<p style="text-align: center;">24</p>					100%

Note* - see GM Action Plan document for details

Secondary Priority and/or Short Term Goals

Exhibit 2

Category	Goals	Pri	ST
AMENITIES & SERVICES	Amenities are established, updated, and maintained to optimize property owner utilization & experience, and add property value.		
Q16. VISION - Amenity assets are updated, properly sized, and refurbished			
	Pro Shop is remodeled & expanded to accommodate entertainment and greater capacity	3	Y
Q22. VISION - Optimize Member experience, utilization, and financial contribution for each Amenity			
	Lake (near Marina) is used in winter for skating, curling, hockey, etc.	2	Y
Q38. VISION - Provide NEW Amenities, Services, and/or Products to add value			
	All Roads are seal coated - decrease dust	2	N
	Marina offers broader array of products (food, fishing gear, quality apparel, swag, groceries, etc.)	1	Y
FINANCIAL	Property Owner's cost (dues & fees) are controlled by optimizing each amenity's financial contribution against the value it provides and via prudent spending.		
Q60. VISION - Each amenity's financial contribution (i.e. profitability) is analyzed against the value the amenity offers the Association			
	Dues and fee schedule is established using a bottoms up (i.e. cost basis) approach	3	Y
Q99. VISION - Increase revenue, reduce expense & improve profitability			
	Apple Core is 100% digital eliminating the cost of printed media	2	Y
	Property Owner lot foreclosures are minimized (less than __%) & re-purchased	2	N
Q66. VISION - The Property Owner's cost (dues & fees) is fairly set, taking into account amenities and overall property value			
	Home and garage sizes are updated - many tech changes since 1971	2	Y
	JoDaviess County real estate tax rates are minimized based on realigning/transfer of services (e.g. roads, school voucher program, etc.) & protesting as a group	2	N
GOVERNANCE	Compliant Rules & Regulations are established and enforced to protect property owners, and their guest, mitigating personal and property risks.		
Q145. VISION - Rules & Regs conformance and Risk Mitigation			
	Establish liaisons with local government entities at county & state levels to advocate for specific issues (e.g. zoning)	3	Y
Q161. VISION - Safety & Security for Property Owners and Guests			
	The lake has adequate fire and EMS coverage to meet growing needs of population	2	N
	Limit UTV's: capacity; # of registrations; vehicle type; weight; dimensions	1	Y
GROWTH & PROPERTY OWNER VALUE	Population (Property Owner's, Guests, Renters & Public) growth is controlled, to optimize demand for property and manage amenity capacity & enjoyment.		
Q93. VISION - Optimize Property Value			
	Expand recreation calendar with more events and promote community participation	1	Y
Q81. VISION - Population (PO's, Guests, Renters & Public) growth is managed via amenity utilization			

Secondary Priority and/or Short Term Goals

Exhibit 2

Category	Goals	Pri	ST
	Conduct an analysis of ACL's lake capacity, using guidelines for safety, issued by DNR or some other authority	1	Y
	Limitations on motorized boat capacity, registrations, and use (e.g. wake surfing) on the lake	2	Y
INFRASTRUCTURE, MAINTENANCE, AND PRESERVATION	The lake, land, roads, and trails are maintained and preserved, to optimize the beauty and health of ACL Property.		
Q155. VISION - Improved transportation accessibility (roads & trails)			
Q2. VISION - Lake & land (ecosystem) is preserved			
	ACL has a yard waste depository	2	y
	More resources to help our Natural Resource Manager and create a 'Friends of ACL Conservation Group'	2	Y
OPERATIONS, COMMUNICATION & MANAGEMENT	The ACL Community (Board of Directors, Staff, Commissions, Committees, Clubs, and Property Owners) work together and are accountable for all aspects of the ACLPOA operation, including resources, leadership, strategic planning, processes, systems, and tools.		
Q132. VISION - Excellent communication, teamwork, decision making, accountability, and reward systems			
	General Manager & Staff Managers have specific annual objectives and are held accountable for results	1	Y
	Incentives for Staff on measurable goals	2	Y
	All community members are informed of all activities and events via various methods & tools	1	Y
Q112. VISION - Improved planning/budgeting processes and leadership practices			
	Systems and tools for data collection (e.g. demographics, utilization, etc.), analysis, tactical and strategic planning	2	Y
	Members are informed of the value they get for the dollars spent and the opportunities available	1	Y
	Transparent and deliberate use of assigned funds for budgeting and reducing skepticism amongst ACL Members	1	Y
Q140. VISION - Leverage technology to drive efficiency & reduce costs			
	Electronic voting for Board elections	1	y
	All relevant and available Northstar modules are used effectively to eliminate bottlenecks and inaccurate data	2	Y
	Enhance the ACL Website with: better search; updated content; more information (rules, programs, projects, permits, plans, stats, etc.); and better organization	1	Y
Q118. VISION - Optimize operation efficiency with effective Human Resource management			
	Establish a clearly defined organization chart with defined responsibilities for BOD, GM, Staff, Commissions, etc.	2	Y
	Establish a staff succession plan	3	Y
	Implement creative solutions for incremental staff: Foreign workers, Visa programs, school credit, high school clubs, etc.	3	Y

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ACL Watershed Plan - Goal Milestones

Revised 5-10 Year Goal Milestones (7/21/2025)**Goal 1 – Improve Water Quality**

Continue budgeting for rip rap and update the map every two years for areas of concern and those that have been finished until all areas are stabilized.

The medium priority areas are being worked on and should be finished by the end of 2027.

Finance at least one project a year that encapsulates a BMP (best management practice).

Continuing and expanding the greenway stewardship program to improve the riparian buffer zone

Change the way we measure Phosphorous from pounds per year to ppm (parts per million) with the goal of reducing ppm at Presidents and Hawthorne Bays, our biggest offenders, by 10% a year using suggested BMP's

Monitor expenses related to aquatic plant, mollusk and algae control and make recommendations to BOD based on fiscal responsibility and scientific facts

Continue working on forest management by establishing ACL areas best suited for converting to a savanna and/or prairie.

Goal 2 – Reduce Algal Blooms and Excessive Plant Growth

Annually map and photograph coverage and diversity of aquatic plants in Apple Canyon Lake

4 or more additional acres of the 16.6 acres of critical areas converted to riparian buffer (6.6.5)

Monitor zebra mussel and other aquatic invasive invertebrate infestation and control efforts

Goal 3 – Mitigate Existing Flooding Problems

Stream reaches PB 1, ID 1 and HW 1 are evaluated for potential reconnect hydrologically to adjacent flood plain (6.6.7 & 6.6.8)

**Implement projects at WC1, PB1, ID1 and HW1 (6.6.7 & 6.6.8)
Identify problem trail and path culverts on ACL property and repair as needed**

Encourage new home builds to incorporate high infiltration best management practices (6.6.4)

Goal 4 – Educate Watershed Community

Complete and distribute through the building department an information sheet for new and remodeled construction showing suggestions for reducing runoff.

Continue to hold an annual spring clean-up in conjunction with International Earth Day with 50 or more participants each year.

Continue to utilize the ACL Watershed Facebook page to inform the community about all aspects of the watershed including the flora and fauna.

Increase Watershed Facebook following by 10% (current following is 340)

Print at least four articles per calendar year in the *Apple Core* directly addressing issues and information about the watershed.

Sponsor a watershed information table at least once per calendar year at an ACL community event.

Apple Canyon Lake Strategic Long-Range Planning

Act in a fiscally responsible manner while exercising all powers and authority vested in the Association, so as to preserve its values and amenities, and promote health, safety, and welfare for the common benefit and enjoyment of its membership while maintaining its non-for-profit status.



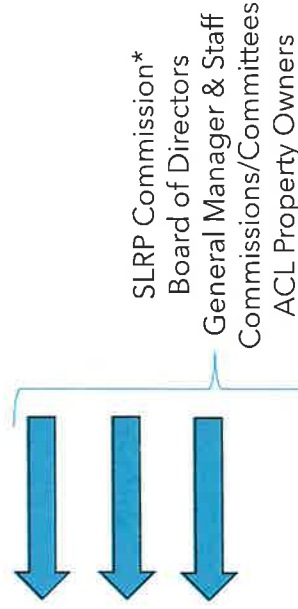
10,000 Feet
(5-10 Years)

Mission
Our 'what'. Concrete statement of what we do, who we serve, and the impact we create.

Strategic Priorities (Categories)
Our big bets. The 4-6 critical areas that need focus to move our vision forward.

Vision
Our 'why'. The ultimate destination we're working toward. A vivid picture of success.

Values
Our 'how'. Underlying principles and ideology that define our culture, shape decisions and inspire action.



5,000 Feet
(3-5 Years)

Long-Range Goals
Our measurable milestones. Specific outcomes we aim to achieve over 3-5 years. Long-Range Goals



1,000 Feet
(1 Year)

Initiatives
Our action themes. Programs or projects designed to achieve our long-range goals.

Strategy
Our 'how to' playbook. High-level approaches for achieving initiatives and goals.

Action Plan
GM's day-to-day guide. A detailed step-by-step plan with timelines, resources, and responsibilities

General Manager
& Executive Committee w/
(Commissions/Committees support)

ACL MISSION - Values

ACL MISSION: The ACLPOA Board of Directors shall act in a fiscally responsible manner while exercising all powers and authority vested in the Association, so as to preserve its values and amenities, and promote health, safety, and welfare for the common benefit and enjoyment of its membership while maintaining its non-for-profit status.

Values

Our People: Staff, Volunteers, Property Owners

Teamwork: Communication, Collaboration, Transparency, Trust & Accountability

Health, Safety, and Welfare of the Community

Lake, Land and Wildlife Preservation

ACL Amenities

Recreational Environment

Fiscal Responsibility (NFP Status) - Dues | Value

Exclusivity (limited)

Managed Growth

Governance (compliance)

SLRP - Vision Long-Range Goals (Sorted by: Category > Vision Statements > Rating)

Q1. ACL Property Owner Name (optional)	165/417 Answered				Score Range* : -100% to +100%				Avg Rating
Item	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	SCORE			
AMENITIES & SERVICES									
Q16. VISION - Amenity assets are updated, properly sized, and refurbished	2.5%	5.0%	17.5%	50.3%	24.8%	44.9%	3.9		
Q19. Nixon Beach has been expanded, cleaned up, and more activities added	4.50%	10.75%	31.25%	37.75%	15.75%	24.8%	3.5		
Q20. Pro Shop has been remodeled & expanded for entertainment, sound, & greater capacity	8.00%	13.25%	24.25%	33.50%	21.00%	23.1%	3.5		
Q18. R&R (Replacement & Renovation) funds are fully funded, regardless of dues increase, to be able to pay for and maintain the facilities and amenities at ACL	6.50%	13.50%	23.25%	41.00%	15.75%	23.0%	3.5		
Q21. The Cove has been remodeled	13.00%	16.50%	29.25%	26.00%	15.25%	7.0%	3.1		
Q17. Capital funding available to remodel or rebuild clubhouse with revenue generation amenities for events like weddings	16.25%	21.00%	26.00%	26.75%	10.00%	-3.4%	2.9		
Q22. VISION - Optimize Member experience, utilization, and financial contribution for each Amenity	5.1%	6.9%	33.2%	40.1%	14.7%	26.1%	3.5		
Q25. All managers are trained, coached, and provided with the tools they need to succeed	2.83%	4.37%	11.83%	48.84%	32.13%	51.5%	4.0		
Q23. Retail amenities (Cove, Pro Shop, Golf, and Marina) are breakeven, or have a positive financial contribution, by operating efficiently	3.08%	6.17%	14.40%	48.84%	27.51%	45.8%	3.9		
Q32. Marine Services is efficiently staffed and provided with updated working equipment	3.08%	6.68%	17.48%	50.90%	21.85%	40.9%	3.8		
Q26. Excellent year round restaurants, both quick service/sports bar and family sit down style	5.40%	11.57%	20.31%	33.16%	29.56%	35.0%	3.7		
Q36. Lake (near Marina) is used in winter for skating, curling, hockey, etc.	2.83%	6.68%	29.56%	46.79%	14.14%	31.4%	3.6		
Q33. Nixon Beach is used for more family events	1.80%	6.68%	38.30%	41.65%	11.57%	27.3%	3.5		
Q34. Boat launch at Nixon Beach is used by Members	9.51%	13.62%	24.68%	35.48%	16.71%	18.1%	3.4		
Q30. Better control of Golf Course operations enhancing the customer's experience (answer neutral if unfamiliar)	2.83%	9.77%	52.70%	23.39%	11.31%	15.3%	3.3		
Q35. More association boat slips, including Nixon Beach for event parking	12.85%	16.20%	31.11%	28.53%	11.31%	4.6%	3.1		
Q37. ACL will expand because of increased demand for services and amenities	9.00%	19.02%	35.99%	29.05%	6.94%	3.0%	3.1		
Q29. Golf Course is 18 holes, making it a 1st class amenity and taking pressure off the lake	17.22%	24.68%	23.65%	20.31%	14.14%	-5.3%	2.9		
Q27. Food door-to-door delivery service is available	15.94%	21.59%	36.50%	18.77%	7.20%	-10.2%	2.8		
Q28. ACLPOA operates The Cove on a permanent basis	24.42%	17.74%	31.62%	15.17%	11.05%	-14.7%	2.7		
Q31. Assess the opportunity for a new member position - Archery Range Keeper to oversee and maintain updated range	17.74%	20.31%	48.07%	12.34%	1.54%	-20.2%	2.6		
Q24. Membership requires pre-purchased retail vouchers (credits)	20.57%	25.45%	42.67%	8.74%	2.57%	-26.4%	2.5		
Q38. VISION - Provide new Amenities, Services, and/or Products to add value	7.1%	11.0%	31.9%	36.7%	13.4%	19.1%	3.4		
Q43. Walking trails and green paths to scenic spots to view the lake - around the clubhouse point, greenway areas, mud bog water crossing, to spillway look out, etc.	3.40%	4.97%	23.04%	45.03%	23.56%	40.2%	3.8		

SLRP - Vision Long-Range Goals (Sorted by: Category > Vision Statements > Rating)

Q1. ACL Property Owner Name (optional)	165/417 Answered				Score Range*: -100% to +100%			Avg Rating
Item	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	SCORE	SCORE	Rating
Q47. Marina offers broader variety of products (food, fishing gear, quality apparel, swag, groceries, etc.)	5.50%	11.52%	28.53%	37.96%	16.49%	24.2%		3.5
Q48. Marine Services 'one stop shopping' (sales, services, storage, etc.) so boats never leave ACL. Marine Service cleans storage areas, removes old boats, maintains property at Nixon beach	5.24%	12.04%	34.29%	30.89%	17.54%	21.7%		3.4
Q52. All Roads are seal coated - decrease dust	8.38%	13.35%	24.08%	35.08%	19.11%	21.6%		3.4
Q46. Dog beach and play area in North Bay - there's not as much in that area so it spreads out congestion in the South	7.33%	12.04%	39.01%	29.58%	12.04%	13.5%		3.3
Q45. Dog beach is an official amenity and includes a dog park	11.52%	16.49%	26.70%	26.96%	18.32%	12.0%		3.2
Q58. Amenity Tag barcode with unique account number for access and purchases	10.47%	12.83%	32.46%	30.63%	13.61%	12.0%		3.2
Q57. Robust Fitness Center with classes and a wide variety of equipment	8.38%	15.71%	36.39%	27.49%	12.04%	9.6%		3.2
Q55. Campsite sewer system tie-in to mitigate current dumping hazards	10.21%	6.54%	46.60%	32.20%	4.45%	7.1%		3.1
Q40. Indoor amenities to allow longer seasonal use (indoor pool, gym, pickleball courts, etc.)	15.18%	20.94%	18.59%	25.65%	19.63%	6.8%		3.1
Q51. Revenue generating ACLPOA owned lots	7.85%	12.30%	48.69%	23.82%	7.33%	5.2%		3.1
Q39. The Cove is utilized as a community event: center	9.42%	19.63%	31.94%	30.63%	8.38%	4.5%		3.1
Q49. Four seasons facility for fish cleaning	6.28%	16.23%	51.57%	19.90%	6.02%	1.6%		3.0
Q50. ACL operates a large storage facility for boats, golf carts, and UTV's	12.04%	22.25%	32.72%	21.73%	11.26%	-1.0%		3.0
Q44. Old gravel pit turned into a multi-lane modern archery range for all Members	10.21%	17.28%	45.03%	22.25%	5.24%	-2.5%		3.0
Q41. Improved bocce ball courts	11.26%	14.66%	54.45%	14.40%	5.24%	-6.2%		2.9
Q54. Power generation unit on the dam	11.26%	17.80%	47.91%	19.90%	3.14%	-7.1%		2.9
Q42. Mini Golf Course & Driving Range	18.85%	19.37%	27.49%	26.18%	8.12%	-7.3%		2.9
Q59. Health Care services for retired full time owners: in home wellness checks, transportation to medical appointments, etc.	17.80%	21.73%	34.55%	19.11%	6.81%	-12.3%		2.8
Q56. Campground offers rental cabins	20.16%	21.99%	30.10%	22.25%	5.50%	-14.5%		2.7
Q53. Charging stations for electric vehicles	26.70%	21.47%	34.03%	13.61%	4.19%	-26.4%		2.5
FINANCIAL								
Q60. VISION - Each amenity's financial contribution (i.e. profitability) is analyzed against the value the amenity offers the Association	2.4%	8.1%	22.1%	45.6%	21.8%	38.1%		3.8
Q63. Campground financials are managed (separate department) to achieve breakeven contribution	1.08%	4.31%	23.45%	49.33%	21.83%	43.3%		3.9
Q61. All retail amenities (golf, Pro Shop, Cove, and Marina) have a breakeven or positive financial contribution	2.96%	8.09%	14.56%	50.67%	23.72%	42.1%		3.8
Q64. Dues and fee schedule is established using a bottoms up (i.e. cost basis) approach	3.50%	6.20%	42.59%	38.01%	9.70%	22.1%		3.4
Q65. Dues increase based on incremental costs, market, and inflationary costs	7.28%	15.09%	30.46%	38.27%	8.89%	13.2%		3.3
Q62. Pool has a positive financial contribution	6.74%	18.60%	29.11%	34.23%	11.32%	12.4%		3.2
Q99. VISION - Increase revenue, reduce expense & improve profitability	2.3%	3.5%	14.3%	51.3%	28.6%	50.1%		4.0

SLRP - Vision Long-Range Goals (Sorted by: Category > Vision Statements > Rating)

Q1. ACL Property Owner Name (optional)	165/417 Answered				Score Range*: -100% to +100%				Avg Rating
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	SCORE	SCORE	Rating	
Q103. More grants	1.75%	2.92%	13.99%	48.69%	32.65%	53.8%	4.1	4.1	
Q102. Fund raising events to help finance new projects	1.46%	3.79%	15.16%	55.39%	24.20%	48.5%	4.0	4.0	
Q107. Stock red ear blue gill to manage zebra mussels population and eliminate chemical expense	4.66%	2.92%	24.49%	43.44%	24.49%	40.1%	3.8	3.8	
Q101. Apple Core is 100% digital eliminating the cost of printed media	5.54%	16.03%	17.20%	34.69%	26.53%	30.3%	3.6	3.6	
Q105. Property Owner lot foreclosures are minimal	2.62%	4.66%	39.07%	38.78%	14.87%	29.3%	3.6	3.6	
Q111. The foundation has multiple revenue sources	3.50%	4.96%	39.94%	41.11%	10.50%	25.1%	3.5	3.5	
Q104. Land expansion providing income and buffer zone for ACL	7.58%	14.29%	30.32%	35.86%	11.95%	15.2%	3.3	3.3	
Q100. Marketing & advertising to attract patrons to retail amenities	6.71%	15.45%	28.86%	39.36%	9.62%	14.9%	3.3	3.3	
Q108. Property Owners support ACL Foundation via Estate Planning	4.96%	6.41%	51.90%	29.74%	7.00%	13.7%	3.3	3.3	
Q110. Soliciting corporate donations	7.87%	12.54%	37.90%	32.36%	9.33%	11.4%	3.2	3.2	
Q109. Branding policy that allows outside businesses to invest with branding permissions	9.62%	16.62%	36.15%	32.65%	4.96%	3.4%	3.1	3.1	
Q106. % of ACL farmland is a ground solar array	18.95%	18.95%	37.90%	18.08%	6.12%	-13.3%	2.7	2.7	
Q66. VISION - The Property Owner's cost (dues & fees) is fairly set, taking into account amenities and overall property value	8.7%	11.2%	17.3%	45.5%	17.3%	25.8%	3.5	3.5	
Q71. Each campground site pays for their own electrical usage	1.96%	4.19%	16.48%	37.99%	39.39%	54.3%	4.1	4.1	
Q77. Robust calendar of fun and exciting events with strong member and community participation	3.35%	2.79%	25.14%	44.13%	24.58%	41.9%	3.8	3.8	
Q73. Home and garage sizes are updated - many tech changes since 1971.	3.35%	4.47%	37.43%	37.43%	17.32%	30.5%	3.6	3.6	
Q80. Updated Bylaws & docs passed; 5 years of work	2.51%	3.35%	39.39%	41.06%	13.69%	30.0%	3.6	3.6	
Q69. ACLPOA protests property assessments as a group	4.75%	6.70%	35.75%	32.68%	20.11%	28.4%	3.6	3.6	
Q75. Incentives available for lake front shore line preservation and maintenance	5.31%	11.73%	23.18%	45.53%	14.25%	25.8%	3.5	3.5	
Q70. JoDavieess County real estate tax rates are minimized based on realigning/transfer of services (e.g. roads, school voucher program, etc.)	2.79%	6.70%	42.18%	34.36%	13.97%	25.0%	3.5	3.5	
Q78. Future technology (electric boats & cars, internet, solar, etc.) is supported	10.06%	11.45%	35.75%	32.96%	9.78%	10.5%	3.2	3.2	
Q76. Ability to rent (weekly daily yearly) your boat slip to other owners. Owner takes a cut and association takes a cut to generate revenue.	17.88%	14.25%	21.51%	32.96%	13.41%	4.9%	3.1	3.1	
Q79. Art and education programs	9.50%	14.53%	44.97%	24.02%	6.98%	2.2%	3.0	3.0	
Q68. 'Pay-to-play' increase via registration fees or charge more money for tags - work within CICCAs guidelines	14.25%	19.83%	33.80%	24.86%	7.26%	-4.5%	2.9	2.9	
Q74. Encourage solar panels on roofs	12.85%	18.72%	43.85%	18.44%	6.15%	-6.8%	2.9	2.9	
Q67. Membership tiers based on Property Owner type (e.g.home owner, lot owner)	22.91%	26.54%	12.29%	25.98%	12.29%	-10.9%	2.8	2.8	
Q72. Usage fee for the pool	26.54%	25.42%	17.04%	21.79%	9.22%	-19.1%	2.6	2.6	

SLRP - Vision Long-Range Goals (Sorted by: Category > Vision Statements > Rating)

Q1. ACL Property Owner Name (optional)	165/417 Answered			Score Range *: -100% to +100%			Avg Rating
Item	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	SCORE	1-5
GOVERNANCE							
Q145. VISION - Rules & Regs conformance and Risk Mitigation	0.3%	2.4%	27.7%	48.3%	21.3%	43.9%	3.9
Q154. Collections on fines is 100%	1.52%	3.95%	16.41%	43.16%	34.95%	53.0%	4.1
Q147. Rules and regulations are easy to read and understand	1.82%	3.65%	12.46%	51.98%	30.09%	52.4%	4.0
Q146. Alignment & compliance with State and County regulations is maintained	0.30%	2.13%	17.33%	55.02%	25.23%	51.4%	4.0
Q151. Ice fishing trespassing is enforced	1.82%	2.13%	24.01%	39.21%	32.83%	49.6%	4.0
Q148. Rules & Regs are enforced or they are changed/removed	2.74%	4.86%	13.68%	51.67%	27.05%	47.7%	4.0
Q149. Data tracking on rule enforcement: tickets written and type, appeals, etc.	1.82%	3.95%	19.45%	50.46%	24.32%	45.8%	3.9
Q152. Enforcement of the rules & violations are published with details along with statistics to understand trends	2.13%	7.29%	16.72%	50.15%	23.71%	43.0%	3.9
Q150. UTVs will be allowed on road after lobbying with township to match adjacent town areas and reduce our liability	9.73%	5.47%	11.25%	36.47%	37.08%	42.9%	3.9
Q153. Penalties are different for Guests than Members	12.77%	23.10%	24.92%	25.84%	13.37%	2.0%	3.0
Q161. VISION - Safety & Security for Property Owners and Guests	0.3%	1.9%	11.7%	52.9%	33.2%	58.5%	4.2
Q162. Security communications community wide alert system for storms, events, restrictions, etc.	0.92%	2.46%	11.38%	51.69%	33.54%	57.2%	4.1
Q163. Risk based rules and enforcement to maintain safety, but not 'over governing' to impact the recreational atmosphere	1.54%	4.31%	15.08%	51.69%	27.38%	49.5%	4.0
Q164. Scope of rules and regs have been updated due to the changing patterns of use: types of vehicles and variety	0.92%	2.77%	23.08%	50.46%	22.77%	45.7%	3.9
Q171. The lake has adequate fire and EMS coverage to meet growing needs of population	1.54%	5.23%	27.08%	45.54%	20.62%	39.2%	3.8
Q167. All sub-trails to boat docks are maintained & groomed	3.08%	7.38%	19.69%	49.54%	20.31%	38.3%	3.8
Q168. Limit UTV's: capacity; # of registrations; vehicle type; weight; dimensions	5.85%	13.23%	19.69%	33.85%	27.38%	31.8%	3.6
Q165. Trails are safer because of additional rules and speed limits	6.77%	11.38%	22.46%	38.46%	20.92%	27.7%	3.6
Q166. All trail users have passed training course and rules are posted	11.69%	19.69%	31.69%	26.46%	10.46%	2.2%	3.0
Q170. Hire a police officer on weekends, holidays, and other occasions	20.31%	24.31%	35.08%	13.23%	7.08%	-18.8%	2.6
Q169. Golf carts are prohibited on trails	30.77%	27.08%	23.69%	11.69%	6.77%	-31.7%	2.4
GROWTH & PROPERTY OWNER VALUE							
Q93. VISION - Optimize Property Value	1.5%	2.0%	22.8%	46.8%	26.9%	47.8%	4.0
Q97. Data sourced from JD County & MLS tracked: number of homes sold, days on market, etc.	5.78%	5.78%	49.42%	31.50%	7.51%	14.6%	3.3
Q98. Lower 40 acres developed to include additional amenities for changing generations	9.54%	13.29%	36.71%	32.37%	8.09%	8.1%	3.2
Q95. Amenities and services is stressed because of higher usage and increased demand	6.36%	17.63%	37.57%	31.21%	7.23%	7.7%	3.2
Q96. Capped quantity of new homes to increase value of existing homes	11.56%	29.48%	22.25%	26.59%	10.12%	-2.9%	2.9

SLRP - Vision Long-Range Goals (Sorted by: Category > Vision Statements > Rating)

165/417 Answered		Score Range*: -100% to +100%				Avg Rating
Item	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	SCORE
Q1. ACL Property Owner Name (optional)						
Q94. Expand ACL to attract more Members and generate more revenue	14.74%	26.30%	26.88%	24.28%	7.80%	-8.0%
Q81. VISION - Population (PO's, Guests, Renters & Public) growth is managed via amenity utilization	3.7%	7.5%	36.2%	42.5%	10.1%	23.9%
Q87. Goal is steady slow growth - rapid growth would strain our existing infrastructure (amenities).	5.75%	6.61%	15.23%	48.28%	24.14%	39.2%
Q92. Analysis of lake capacity using guidelines for safety issued by DNR or some other authority	4.02%	6.32%	21.55%	44.54%	23.56%	38.7%
Q84. Enhanced security measures to control public access in certain areas (e.g. lake, pool, sports complex, etc.)	5.17%	7.76%	18.39%	42.24%	26.44%	38.5%
Q83. Access to amenities is tracked electronically through key card to reduce trespassing/non-owner authorized access	5.75%	10.06%	20.98%	38.79%	24.43%	33.0%
Q82. Tighter control and regulations on rental properties: limit the quantity; members only, higher fees, amenity access, use of owners property, etc., to reduce security resources and drive exclusivity	8.91%	11.21%	16.38%	33.62%	29.89%	32.2%
Q88. Limitations on motorized boat capacity, registrations, and use on the lake	9.48%	10.06%	18.97%	38.22%	23.28%	27.9%
Q89. Combined lots may be considered as one lot, and required for new building. Property Owner discount for un-built lots.	8.33%	13.22%	22.70%	35.06%	20.69%	23.3%
Q90. Foundation or Association purchases more lots, instead of selling at \$1, and make them greenspace	8.62%	15.23%	22.13%	36.78%	17.24%	19.4%
retain quiet rural feel	10.92%	12.36%	25.00%	33.05%	18.68%	18.1%
Q91. Thoughtful expansion of campground to accommodate more campers without feeling like it has turned into a "KOW"	13.22%	13.51%	29.02%	35.92%	8.33%	6.3%
Q86. Home building is capped because full time usage of amenities will exceed capacities	14.94%	27.30%	23.28%	20.98%	13.51%	-4.6%
INFRASTRUCTURE, MAINTENANCE & PRESERVATION						
Q155. VISION - Improved transportation accessibility (roads & trails)	2.1%	5.5%	27.7%	43.0%	21.7%	38.3%
Q157. ACL roads are open to UTVs	10.06%	8.54%	11.89%	33.84%	35.67%	38.3%
Q160. Hiking trails have been expanded	1.83%	5.79%	31.40%	39.02%	21.95%	36.7%
Q158. Trails have been added so that every section has easy access to the main trail without driving on the roads and/or in the greenway	3.35%	10.98%	24.09%	38.11%	23.48%	33.7%
Q156. Township roads are open to UTVs	10.37%	9.76%	17.07%	29.88%	32.93%	32.6%
Q159. Trail system has additional water crossings	7.32%	16.16%	43.29%	21.04%	12.20%	7.3%
Q2. VISION - Lake & land (ecosystem) is preserved	3.1%	1.0%	5.8%	25.9%	64.3%	73.6%
Q9. Greenways are maintained on a schedule to reduce invasives and encourage native plants	0.7%	1.7%	11.3%	49.2%	37.2%	60.2%
Q3. More grants for conservation projects	1.7%	2.2%	19.7%	38.9%	37.7%	54.3%
Q8. Greenway is kept the same, as much as possible. Do not make it all lake view with no trees.	2.9%	9.1%	12.2%	30.2%	45.6%	53.2%

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Q10. Greenway rules and regulations are enforced	1.2%	3.1%	20.1%	44.8%	30.7%	50.4%	4.0
Q11. Existing Watershed Plan (goals and milestones) is being executed	0.00%	0.48%	31.41%	47.48%	20.62%	44.1%	3.9
Q13. Overall lake health (fish, nitrogen, phosphates, algae, weeds, zebra mussels, etc.) is good	4.56%	12.47%	15.11%	28.06%	39.81%	43.0%	3.9
Q15. Sediment loads/chemicals from farmers have been reduced by 50%, because of conservation practices	0.72%	3.84%	34.29%	36.69%	24.46%	40.2%	3.8
Q4. Review types of boats & lake activities (e.g. wake surfing) restrictions	10.1%	9.6%	16.6%	32.1%	31.7%	32.9%	3.7
Q14. ACL has a yard waste depository	3.12%	7.91%	33.57%	35.97%	19.42%	30.3%	3.6
Q7. Greenway space is clearly defined by geographical zones of ecosystem types (forest, oak savanna, and prairie)	1.4%	7.2%	37.9%	40.1%	13.4%	28.4%	3.6
Q5. Established liaison position to attend/monitor Jo Daviess County zoning board	3.4%	4.8%	38.4%	40.8%	12.7%	27.3%	3.5
Q6. More resources to help our Natural Resource Manager and create a 'Friends of ACL Conservation Group'	4.3%	6.7%	34.8%	41.7%	12.5%	25.7%	3.5
Q12. ACL owned farmland has been sold, or traded, for farmland in watershed	6.47%	5.04%	54.68%	24.70%	9.11%	12.5%	3.2
OPERATIONS, COMMUNICATION & MANAGEMENT							
Q132. VISION - Excellent communication, teamwork, decision making, accountability, and reward systems	1.2%	3.0%	16.4%	53.0%	26.4%	50.2%	4.0
Q137. General Manager & Staff Managers have specific objectives and are held accountable	2.42%	2.42%	7.58%	46.97%	40.61%	66.5%	4.2
Q139. Respect and support for volunteers and their contributions, with unified goals, strategy, and problem solving	0.00%	0.61%	14.85%	56.36%	28.18%	56.1%	4.1
Q135. All community members are informed of all activities and events via various methods & tools	2.73%	4.24%	9.39%	50.00%	33.64%	53.8%	4.1
Q136. Training for new Board Members & Commission Members	0.61%	2.73%	16.97%	53.64%	26.06%	50.9%	4.0
Q133. There is effective communication and teamwork (no silos) between Board, staff, committees/commissions/clubs, and property owners	4.24%	7.27%	14.55%	41.21%	32.73%	45.5%	3.9
Q134. Commissions and volunteers receive support from Board (meet 1x/year min) and GM fostering team problem solving verses crisis management	2.73%	3.94%	20.91%	46.67%	25.76%	44.4%	3.9
Q138. Paid incentives for Staff on measurable goals	5.15%	13.03%	28.79%	37.88%	15.15%	22.4%	3.4
Q112. VISION - Improved planning/budgeting processes and leadership practices	0.0%	0.9%	13.1%	51.8%	34.2%	59.7%	4.2
Q115. Transparent and deliberate use of assigned funds for budgeting and reducing skepticism amongst ACL Members	0.00%	1.49%	11.90%	48.21%	38.39%	61.8%	4.2
Q116. Every amenity and asset is routinely evaluated for enhancement, improvements, and/or repairs	0.30%	1.79%	7.14%	57.74%	33.04%	60.7%	4.2
Q117. Members understand the value they get for the dollars spent and don't miss out on opportunities available	2.38%	4.76%	15.48%	50.89%	26.49%	47.2%	3.9
Q113. Liaisons with local government entities (e.g. zoning) at county & state levels	1.49%	2.98%	25.00%	53.57%	16.96%	40.8%	3.8
Q114. Systems and tools for data collection (e.g. demographics, utilization, etc.), analysis, tactical and strategic planning	2.68%	5.95%	29.76%	44.64%	16.96%	33.6%	3.7

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Q1. ACL Property Owner Name (optional)	165/417 Answered				Score Range*: -100% to +100%			Avg Rating
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Q140. VISION - Leverage technology to drive efficiency & reduce costs	0.0%	0.6%	13.4%	57.1%	28.9%	57.1%	4.1	
Q143. One POS system used by Golf/Pro Shop, Marina, Office, and Cove, for consistency and analytics	0.61%	0.61%	18.84%	45.90%	34.04%	56.1%	4.1	
Q141. Website has good search capabilities for accessing information and is updated regularly. Information (rules, programs, projects, permits, plans, historical data, statistics, etc.) is well organized.	1.82%	5.17%	17.63%	42.86%	32.52%	49.5%	4.0	
Q144. Electronic voting for Board elections	1.52%	6.08%	18.84%	42.55%	31.00%	47.7%	4.0	
Q142. All relevant and available Northstar modules are used effectively to eliminate bottlenecks and inaccurate data	0.61%	3.65%	46.50%	27.66%	21.58%	33.0%	3.7	
Q118. VISION - Optimize operation efficiency with effective Human Resource management	1.8%	0.9%	17.8%	52.9%	26.6%	50.8%	4.0	
Q119. Clearly defined organization chart with defined responsibilities for BOD, GM, Staff, Commissions, etc.	0.91%	0.91%	10.57%	52.27%	35.35%	60.1%	4.2	
Q124. Staffing levels will be properly sized to meet needs (operations, maintenance, safety, etc.)	0.91%	2.42%	12.08%	59.21%	25.38%	52.9%	4.1	
Q128. Many property owners are volunteering because they want to be part of the community	0.00%	4.23%	17.82%	55.29%	22.66%	48.2%	4.0	
Q130. Board and GM relies on professional and expert recommendations	1.81%	3.63%	19.34%	56.50%	18.73%	43.4%	3.9	
Q121. Adequate professional staff so that our Board can/will focus on oversight and strategy, and less on 'hands on' management	1.81%	4.83%	23.87%	45.92%	23.56%	42.3%	3.8	
Q131. ACL advocates for government entities (Township, County, etc.) - we need a voice to get things done	1.21%	4.53%	22.96%	54.08%	17.22%	40.8%	3.8	
Q126. Staff succession plan is in place	1.21%	5.14%	29.31%	48.64%	15.71%	36.3%	3.7	
Q129. Volunteer hours will be quantified in order to plan for future needs for as volunteers leave, step down, etc.	0.30%	4.83%	31.12%	52.27%	11.48%	34.9%	3.7	
Q125. Implement creative solutions for incremental staff: Foreign workers, Visa programs, school credit, high school clubs, etc.	6.04%	11.78%	27.19%	45.32%	9.67%	20.4%	3.4	
Q123. Natural Resource Manager has 2-FT staff and a robust intern program for summer, so he/she can focus on strategy	6.65%	13.29%	34.14%	32.33%	13.60%	16.5%	3.3	
Q120. BOD election process requires a minimum of 6 candidates for 3 open positions	4.83%	11.18%	43.81%	31.42%	8.76%	14.1%	3.3	
Q122. ACL has a full time CFO on staff	7.25%	16.92%	45.02%	24.17%	6.65%	3.0%	3.1	
Q127. Transitioned from heavy reliance on volunteers to salaried & hourly positions	9.97%	29.00%	38.07%	19.03%	3.93%	-11.0%	2.8	

Scoring

-100% to -50% = Strongly Disagree

-60% to -20% = Disagree

-20% to +20% = Neutral

+20% to +60% = Agree

+60% to +100% = Strongly Agree



Memorandum

To: Board of Directors

Date: December 20, 2025

From: Conservation Commission

Memo: 2025-102

Topic: Holt 1A61

Issue: The homeowner would like to restore the area and have more native plants grow. The area is mostly shaded by linden/basswood trees that don't allow for enough sunlight for plants to grow. There are a few oaks in the area that could be saved to allow for oak regeneration. The underbrush is mainly honeysuckle and autumn olive that can be removed to allow for more native plants to grow.

Recommendation: The area has seen great improvement since the homeowner started work in the area. Slowly cleaning up each spot and make room for more natives to grow. They are starting to clean up the underbrush further from the shore and allow light to hit the ground and allow grass to grow instead of having bare dirt. Continual clearing of undesirable brush will help in reestablishing a more native plant community and help control erosion along the shore. If the homeowner can find some native shrubs to plant along the shore, that would be great for the area as well.

APPLE CANYON LAKE PROPERTY OWNERS ASSOCIATION
 ARCHITECTURAL AND ENVIRONMENTAL CONTROL COMMITTEE
 BUILDING PERMIT APPLICATION

PERMIT NO. _____

ISSUE DATE _____

OWNER'S NAME Michael & Kathleen Holt PHONE NO 309-738-5747

SUBDIVISION BLACKHAWK 7.1

ADDRESS 1A61 Blackhawk Lane

LOT NO 061

BUILDER'S NAME N/A PHONE NO _____

WORK ORDER _____

ADDRESS

GENERAL CARPENTRY CONTRACTOR

(Name Address Phone)

CONCRETE CONTRACTOR

(Name Address Phone)

ELECTRICAL CONTRACTOR

(Name Address Phone)

HEATING CONTRACTOR

(Name Address Phone)

MASONRY CONTRACTOR

(Name Address Phone)

LANDSCAPING CONTRACTOR

(Name Address Phone)

PLUMBING CONTRACTOR

(Name Address Phone)

SEPTIC SYSTEM CONTRACTOR

(Name Address Phone)

OTHER

(Name Address Phone)

DWELLING _____ ADDITION _____ REMODELING _____ DECK _____ LANDSCAPING SEPTIC _____
 NECESSARY STRUCT _____ DRIVEWAY _____ PIER/DOCK _____ SHED _____ WATER FRONT _____ OTHER _____

PROJECT DESCRIPTION:

Approval of Greenway Stewardship Phase 3 Application

REQUIRED INFORMATION FOR ARCHITECTURAL AND ENVIRONMENTAL CONTROL COMMITTEE ONLY

PLANS (2 SETS) SEPTIC DESIGN w/ County Approval VARIATION WORK IS WITHIN 50' BUFFER ZONE
 PERMIT FEES BOND FEES TITLE RECORD
 COUNTY BUILDING PERMITS ENTRANCE PERMIT (Township) OTHER

Notes:

Approved By JW

Date: 12/6/25

Fee: WAIVED

Owner/Builder Signature

AECC Signature

AECC Signature

AECC Signature

Total Permits Paid \$ WAIVED

*Make all checks payable to Apple Canyon Lake Property Owners Association * See Back Pg for Breakout

THE ISSUANCE OF A BUILDING PERMIT DOES NOT RELIEVE THE OWNER AND/OR CONTRACTOR AND SUBCONTRACTOR OF RESPONSIBILITY TO COMPLY WITH THE ACI BUILDING CODE AND ALL APPLICABLE STATE AND COUNTY REGULATIONS
 NOTE - AN ON SITE DUMPSTER IS REQUIRED FOR ALL NEW HOUSES AND MAJOR ADDITIONS/REMODELING

 Outlook

Holt Phase 3 - Greenway Application - GM and AECC Approval

From PAM OPYD <pamopyd@comcast.net>

Date Mon 11/10/2025 1:53 PM

To Mike Harris <mike.harris@applecanyonlake.org>; Sue Meusel <suemeusel@yahoo.com>; Dave Allgood <w4anp@yahoo.com>; Building Inspector <buildinginspector@applecanyonlake.org>

Cc mikholt40@gmail.com <mikholt40@gmail.com>

 1 attachment (2 MB)

Holt Greenway Stewardship - Phase 3 Application Executed.pdf;

Hi all,

Attached please find the Greenway Stewardship application for Mike Holt. He has completed the first 2 phases except for the planting and seeding that will be done later in the fall or early spring. This Phase 3 deals with the shoreline and the area up from the shoreline, all of which is within the 50' buffer and therefore requires AECC approval. Please note NO trees will be taken down in this phase.

It would be great if this application can be placed on the agenda for the next AECC meeting.

Thank you and please feel free to contact me with any comments.

Sincerely,

Pam Opyd
630.638.1979

Greenway Stewardship Applicant Agreement

71

(commission use only)

Applicant agrees to complete the following recommendations for greenway restoration at

Lot 1A61 Blackhawk Ln. - Phase 3 - Hoft

1. Clean up shoreline and area in front of shoreline by removing honeysuckle and other undesirable brush to help natives grow back.
2. Upon completion, property owner will work with NRM & CC to plant affordable native shrubs along shoreline to address erosion & provide shade & habitat for fish.
3. No trees will be cut down or trimmed.
4. Silt fence will be installed as the work progresses along the shoreline.
5. _____

Signature of Applicant

Paul Holt

Date

Nov 6, 2025

ACL Natural Resources Manager

[Signature]

Date

11/19/2025

Conservation Commission member

[Signature]

Date

11-25-2025

Conservation Commission member

[Signature]

Date

11-8-2025

Signature of AECC member
(If within 50ft buffer zone)

Date:

Committee/Commission Actions-

Approved

Disapproved

Conservation Commission action:

Date: 11/10/25

Signature of Conservation Commission Chairperson

Pamela Opyd

AECC action:

Approved

Disapproved

Date: _____

Signature of AECC Chairperson

ACL General Manager action:

Approved

Disapproved

Date: _____

ACL General Manager Signature

Board of Directors:

Approved

Disapproved

Date: _____

Memo



To: Conservation Committee

Date: 11/4/2025

From: Tyler Hesselbacher

Memo: Greenway Application

Topic: Holt 1A61

Issue:

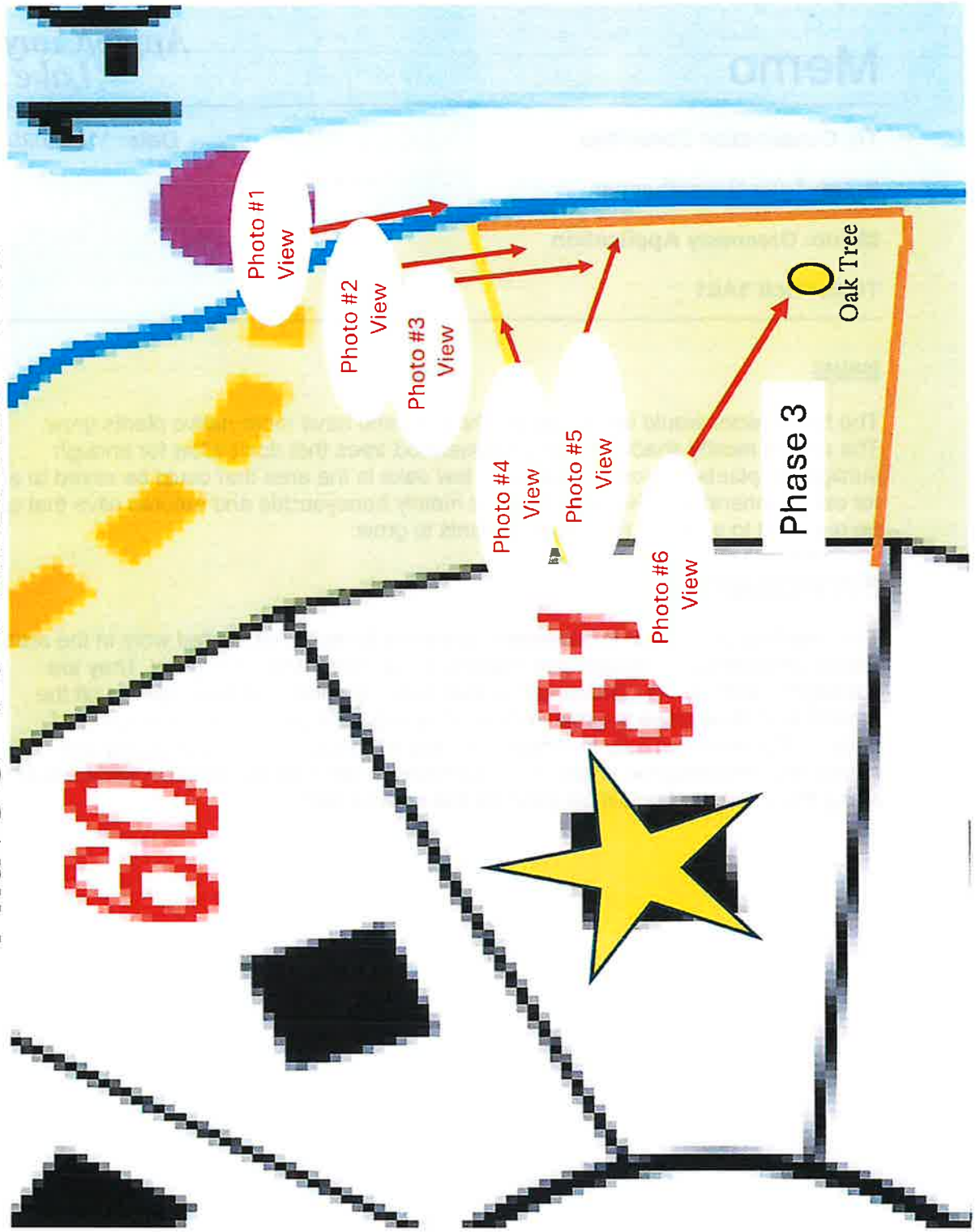
The homeowner would like to restore the area and have more native plants grow. The area is mostly shaded by linden/basswood trees that don't allow for enough sunlight for plants to grow. There are a few oaks in the area that could be saved to allow for oak regeneration. The underbrush is mainly honeysuckle and autumn olive that can be removed to allow for more native plants to grow.

Recommendation:

The area has seen great improvement since the homeowner started work in the area. Slowly cleaning up each spot and make room for more natives to grow. They are starting to clean up the underbrush further from the shore and allow light to hit the ground and allow grass to grow instead of having bare dirt. Continual clearing of undesirable brush will help in reestablishing a more native plant community and help control erosion along the shore. If the homeowner can find some native shrubs to plant along the shore, that would be great for the area as well.

1A61 Blackhawk Lane Holt Mike & Kathleen

Phase 3 – Portion of Shoreline



1 A61 Blackhawk Lane Holt Mike & Kathleen
Phase 3 – Portion of Shoreline



PHOTO #1 -completion of Phase 2 with silt fence and start of Phase 3



PHOTO #2



PHOTO #3-clearing brush up to oak tree



PHOTO #4



PHOTO #5



PHOTO #3-clearing brush up to oak tree

Greenway Stewardship Volunteer Application

Name: Michael and Kathleen Holt

Lot Address: 1A61

Mailing Address 1A61 Blackhawk LN Apple River IL 61001

Primary Telephone # 309 738-5747

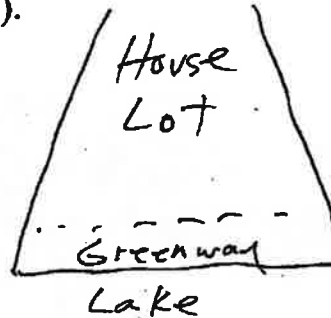
Email: mikeholt40@gmail.com

• Preferred contact (circle one). Email Phone

1. Site location (include drawing, pictures, or map).

- Is it within 50ft of shoreline? Yes No

(If within 50ft of shoreline AECC approval is needed.)



2. Plan for restoring the site.

a. Plants, bushes, and trees to be removed.- Homeowner must plant a minimum of 1 hardwood tree (preferably oak or hickory) for every 10 trees removed.

b. Types of trees and shrubs to be removed-

-Tree/amount- (example: boxelder/5, black locust/4, cedar/3)

removal of invasive trees that are hindering growth of native vegetation

will need help identifying actual species

-Shrubs- (example: honeysuckle, multiflora rose)

honeysuckle, mulberry

c. Trees to be planted if more than 10 trees are removed. The homeowner may ask to plant more trees if desired but must be approved by the commission.

-Please list trees to be planted. (example: white oak/2, shagbark hickory/1)

as recommended

- d. What planting will take place to restore the site? Must plant native forest or prairie seeds depending on the area. If approved, please provide receipt of seed purchased as soon as possible. AECC prohibits the use of plastic netting for seed covers. *native prairie seeding*

Work to be done by (circle one): Homeowner Contractor

Contractor name and number: _____

3. Maintenance plan

- a. Fall burning is strongly recommended every two years.
(As stated above, must have ACL approval before burning.)

as recommended

- b. Weeding, trimming or watering as needed.

No spraying unless approved by ACL staff.

No spraying native plants, only invasives.

as needed and approved

4. Homeowner must notify General Manager, via email, 24 hrs. before project starts. May contact main office to get correct email address.

APPLE CANYON LAKE GREENWAY STEWARDSHIP ADMINISTRATION PROCEDURES

- 1. The Apple Canyon Lake (ACL) Property Owner obtains a Greenway Stewardship Program application from the Apple Canyon Lake website or from the office, completes the application page, and submits it to the General Manager or designee of ACLPOA.**
- 2. The General Manager or designee will review the application, add it to the tracking form, notify the chairperson of the Conservation Commission (CC) and AECC (if within 50ft of buffer zone). Property Owner and lot number and scan a copy of the application for the files. The application will then be forwarded to the Natural Resources Manager or designee.**
- 3. The Natural Resources Manager or designee and two CC volunteers will review the application, visit the site, and make any recommended changes (second page of the application) to the Property Owner. The Natural Resources Manager or designee will prepare a brief report of his/her impressions and attach it to the original application. An AECC member will be needed to view property if within 50ft of shoreline.**
- 4. The CC volunteers will bring the original application along with the staff report to the next scheduled CC meeting. The CC will review the application and any recommendations made by the Natural Resources Manager or designee and the designated CC volunteers for the site.**
- 5. The CC will then vote to approve or disapprove the application and the Chair or Vice-Chair of the CC will then notify the Property Owner. The Apple Canyon Lake Property Owner acknowledges and agrees to any changes by signing the application. The AECC will need to approve if a project is within 50ft of shoreline.**
- 6. The Property Owner will be given a copy of the entire completed and signed Stewardship application for his/her records and reference. The original will be filed in the Greenway Stewardship binder.**
- 7. The CC chairperson will notify the Natural Resources Manager or designee of the Conservation Commission's decision. If there are trees to be removed as part of the approved project, the Natural Resources Manager or designee will tag the trees that will remain before the project is allowed to begin.**
- 8. The Property Owner may contact either the CC volunteers or the Natural Resources Manager or designee if there are questions or problems as the project proceeds.**
- 9. The General Manager or designee will regularly update the program tracking form with information provided by the CC.**

10. CC volunteers assigned to a Stewardship project will monitor the project one month from the start date, then at least twice a year thereafter or until the project is completed per the work outlined on the application.
11. All projects will be monitored annually based on date of completion by the volunteers assigned to that project to determine whether the project is being maintained or not. This will provide important information to the CC that can be used to make future decisions about the effectiveness of the Greenway Stewardship Program.

SPECIAL CONCERNS

1. **Fifty-foot buffer zone at lake front:** As noted in the ACL-Building and Environmental Code amended 04-21-12, Section 111: "The shoreline buffer zone is an area 50foot horizontal from the shoreline, to be left as is, or restored to native vegetation as much as practical." Because greenway space is owned by ACL, the 50-foot buffer zone at the lake front will be enforced whenever available space permits. It is important to protect the lake from run-off and the shoreline from erosion using a cover crop of approved native foliage, deep-rooted grasses, shrubs, or bushes. Rip rap is allowed if needed and Property Owner is willing to assume the costs.
2. **Applying for a Stewardship project on land that is not contiguous to Property Owner's lot:** An ACL property owner may apply to adopt any greenway area, but property owners whose lots may front the area in question will be notified of the proposed project and their comments will be considered when the CC reviews the application.
3. **Communicating with other affected property owners:** A letter will be sent by the General Manager to notify contiguous property owners of the planned project. The letter will give a brief description of the area in question and the work to be done. Any further questions should be directed to the General Manager.
4. **Policy if other property owners object to the project:** The committee will review the objections, consider their response, and negotiate a compromise if possible. If a compromise cannot be reached, the CC will make its decision based on the goals of the program and what is best for the ACL community as a whole.
5. **Survey requirement:** If a survey is required to determine the boundaries of a project space, it will be done at the Property Owner's expense.
6. **New property owners:** If a property is sold and the new owners wish to continue to maintain a Greenway Stewardship project associated with their property, they must submit a new application for CC approval before continuing work on the existing project or adding to the scope of the original project.
7. **Unfinished or never started projects:** If after one year from date of approval no significant work has been done on the project or the project has been dormant for one year without continuation of work, the application will be marked "withdrawn" and the Property Owner will be required to submit a new Greenway Stewardship application for review and approval before starting or restarting any work.
8. **Planting:** Any planting to be done in the greenway area should come from the list of suggested species available in the office. Any other species must be approved by the Conservation Committee prior to planting.
9. **Brush pile burns vs. prescribed burning:** Property owners may pile and burn the invasive species removed from an area. A prescribed burn, such as those used to maintain native prairies, must be done only with the approval of the General Manager and under the direct supervision of ACL staff.



Memorandum

To: Board of Directors

Date: December 20, 2025

From: Appeals

Memo: 2025-100

Topic: Golf Commissions Increase allowance

Issue: I have received everyone's vote for increasing our allowance for construction from \$20,000.00 to \$28,000.00. It was unanimous, all personnel (9 total) on the golf commission want to finish the project the right way and agree 100 % to increase the funds to do so.

Recommended Motion: TBD

