

# LAKE LIMERICK COUNTRY CLUB BOARD OF DIRECTORS

# Minutes (draft) - Saturday, December 21, 2024

Great Hall | Lake Limerick

or via Zoom Meeting ID:670 720 8524Passcode:2627

Zoom attendees: Please stay on "mute mode when not speaking. Thank you!

 9:00-9:05am Board Introductions &Roll Call: President- M. Robinson, Vice President- M. Berni, Treasurer- M. Paradise, Secretary –P. Paradise. Directors: D. Dyson, J. Gray. R. Hamilton, J. Ingemi, B. Smith, K. Evans (Ex Officio). Also attending was General Manager S Ramos.

President M Robinson called the meeting to order at 9:01am. Secretary P Paradise called roll with all above members and staff present with the exception of Director M Paradise who had to leave the meeting at 9:50 with an excused absence.

2. 9:05-9:10am President's Report: M. Robinson

President M Robinson provided a brief presidents report (See attached report for complete details)

3. 9:10-9:25am Community Input/Comments (15 minutes): This time is allocated for community members to let the board know of areas they should be made aware of. In most cases the board will listen to get more insight, and questions will not be answered. The president may ask a clarifying question and/or call on a board member or the general manager if they have expertise in this area. Issues raised may be added to next month's agenda or be referred to the appropriate committee if the member so requests.

A community member commented about possible future by-law changes and the importance of including staff, committees, and members for input and to participate if by-law changes are considered.

A community member asked for the status of the recommended lake patrol replacement vessel. (The vessel purchase is an agenda item for today)

A community member commented on the value of volunteerism at LLCC and requested guidelines for how volunteers are utilized.

A community member commented that the membership was upset with the Board of Directors due to excessive spending and high employee turnover. The member reviewed income and expense budgets over the last few years and was concerned for the community.

A community member and greenbelt committee member asked for a future agenda item regarding sidewalks.

A community member wished the community Happy Holidays and Merry Christmas. The community member went on to request an update on the PAR Resolution revision status and asked if there was pending litigation for the association.

A community and board member shared that their social security income was going to be increased due to recent changes in federal law.

A community member requested that Lake Limerick vehicles get signage added to all LLCC vehicles so residents know that they are staff.

# 4. 9:25-9:30am Approval of Minutes:

Actions: Motions to approve the Minutes from

The Board of Directors Meeting of November 16,2024



# LAKE LIMERICK COUNTRY CLUB BOARD OF DIRECTORS

A motion was made by J Ingemi, seconded by D Dyson, and passed with no nays to approve the Board of Directors Meeting Minutes of November 16, 2024 as written

The Board of Directors Closed Session (legal/personnel) meeting of December 11, 2024

A motion was made by M Berni, seconded by J Ingemi, and passed with no nays and one abstention to approve the Board of Directors Closed Session (legal/personnel) Meeting Minutes of December 11<sup>th</sup>, 2024 as written.

## 5. 9:30-9:45am Treasurer's Financial Report

Treasurer M Paradise provided an abbreviated financial recap (See attached report)

Board member B Smith asked to see a more robust financial report in the future that includes budget to actual trends.

### 6. 9:45-10:15am General Manager Report- Shannon Ramos

General Manager S Ramos provided a comprehensive report on LLCC activities. (See attached report)

Under the General Managers Report – the subject of the Lake Patrol Boat was raised as a motion to the Board:

A motion was made by J Ingemi, seconded by D Dyson, and passed with one nay to approve the purchase of a Lake Patrol recommended and sourced vessel for an amount not to exceed \$18,000 plus applicable taxes, license, and registration. Some accessory items may be sold from this vessel to lower the final costs to under the previously approved \$15,000 budget. (fish finder – kicker motor – vhf radio)

### 7. 10:15-10:30am Water Report: K. Evans

Water Chair K Evans provided a brief report on the LLCC water department as follows:

- A) The water system operated without issue during the recent power outage, generator powered pumps at wells 3 and 6 provided adequate water flow to all customers for the entire seven hour electrical outage.
- B) The former water billing system is still available for members to log into for water consumption information.

### 8. 10:30-10:40am Old Business

PAR resolution update: B. Smith

B Smith provided a brief status update on the recommended update to the PAR Resolution 2017-01. The draft recommendations were distributed to standing committees for review and comment. Staff and committees will work together to fine tune budgeting processes. The recently hired operations will be consulted in this revision. Comments are pending from a few committees still.

### 9. 10:40-10:50am New Business

 Motions to the Board from Committees, including the Architecture Register and the Compliance Register – P. Paradise

See attached "motions to the board (completed)" document for complete details.

### 10. 10:50-10:55am Community Announcements

# LAKE LIMERICK COUNTRY CLUB BOARD OF DIRECTORS

The 2025 Lake Limerick Calendar is for sale.

# 11. Motion to Adjourn to Closed Session to discuss legal/personnel issues and Compliance Register/Hearing Committee Issues

A motion was made by M Berni, seconded by D Dyson, and passed with no nays to adjourn to closed session to discuss legal/personnel and compliance register/hearing committee issues.

### 12. Motion to Reconvene to Open Session

A motion was made by M Berni, seconded by J Ingemi, and passed with no nays to reconvene into open session

### 13. Motion to Accept all Motions Made in Closed Session

A motion was made by B Smith, seconded by J Ingemi, and passed with no nays to accept all motions discussed in closed session:

Motion 1: solicit additional legal support if/when needed

Motion 2: pursue easement language in place of lease language on deeded water system parcel

### 14. Motion to Adjourn

A motion to adjourn was made by B Smith, seconded by J Ingemi, and passed with no nays. Meeting adjourned at 1:26pm

Minutes taken by Secretary P Paradise

# 12-21-2024 LLCC Board of Directors Meeting

# Advisory Committee Motions to the Board (completed)

# Including the Architecture Register

General Manager Motions to the Board - one received.

PAR for Inn Office Remodel (see attached)

A motion was made to approve the Great Hall ADA bathroom and staff office upgrades PAR at a cost of \$47,000 by P Paradise, seconded by J Ingemi, and after much discussion, the motion was withdrawn by P Paradise.

A motion was made to have two board members (P Paradise & R Hamilton) and a member of the Inn committee work with the general manager to refine the PAR including a concept floor plan sketch or sketches of possible configurations to move the project forward by M Robinson, seconded by D Dyson, and passed with no nays.

Executive Committee Motions to the Board-none received.

Architectural Committee Motions to the Board-none received.

No Architectural register provided for motion to approve.

Compliance Committee Motions to the Board -one received.

Compliance register for motion to approve.

A motion was made by D Dyson, seconded by M Berni and passed with one nay to approve the compliance register as submitted. (Register review during closed session)

Lake/Dam Committee Motions to the Board-none received.

Greens Committee Motions to the Board- none received.

Greenbelt Committee Motions to the Board-none received.

Inn Committee Motions to the Board–none received.

Hearing CommitteeMotions to the Board- none received.

Welcoming CommitteeMotions to the Board-none received.

Water CommitteeMotions to the board -two received.

Motion 1: Motion made by Anne Moen to approve a payment to Picatti Brothers of \$60,738.47 based on work done and invoices received. Seconded by Dan Cassano and carried with no nays.

Board acknowledges payment has already been processed and no motion is required

### WATER SYSTEM UTILITY COMMITTEE ELECTRONIC VOTE - 12/14/2024:

"It is moved by Dan Cassano and seconded by Keith Matches to approve the final version of the LLCC Water System Plan as submitted by Northwest Water Systems to the DOH in December 2024 and recommend its approval by the LLCC Board of Directors at its regular meeting on December 21, 2024. It is understood that this is a living document and that it can be amended in the future as needed." Unanimously approved by the Water System Utility Committee via electronic vote 12/15/2025.

A motion was made by D Dyson, seconded by M Robinson, and passed with one nay to approve the final version of the LLCC Water System Plan as submitted by Northwest Water Systems to the DOH in December 2024 and recommend its approval by the LLCC Board of Directors at its regular meeting on December 21, 2024. It is understood that this is a living document and that it can be amended in the future as needed.

By-Laws and Declarations CommitteeMotions to the Board - none received

# **PROJECT APPROVAL REQUEST**

- 1. Project Name; Great Hali Restroom / Staff Office
- 2. The Person or Persons and Committee Proposing the Project:
  - a. General Manager
- 3. The Project's Description/Scope Including:
  - a. Narrative description of the project.

The current configuration of the offices with the accessible restroom and bar access in the office creates a liability for Lake Limerick. The office and workstations with member information are in the work area being accessed when events are taking place. In addition, the office space has not been updated since built when the rest of the building has been; this creates a recruiting challenge and working in the current space does not allow for enough privacy between desks which means the office is very noisy.

- b. The project's purpose and the value LLCC members will receive from the completed project, including any health and safety improvement aspects.
  The project aims to improve the space for members when using the event space, reducing liability to LLCC and improving recruiting and employee turnover.
- c. Description, drawings and sketches as necessary to understand the project.
  - Remove the open bar in the Great Hall and build an accessible restroom.
  - 2. Remove wall to open up work space.
  - 3. Bury all of the wires in the wall and freshly paint walls.
  - 4. Install new flooring, cabinets and countertops.
  - 5. New desks for the team.
- d. The approximate cost for the project, and the basis and assumptions for that cost estimate.

It is estimated that the total cost of this project will not exceed \$47,000. This amount has been included and approved in the 2025 LLCC budget.

e. A recommendation as to whether the project should be delivered in-house with LLCC staff, use outside contractors or consultants, or be carried out by a combination of in-house and outside resources.

This project should be co-managed by the General Manager but the work will be contracted.

f. An approximate schedule, including any time constraints regarding project activities or completion dates.

# **PROJECT APPROVAL REQUEST**

Work will commence between January and February with an anticipated completion date of April. During this time the office team will have to relocate to the Great Hall or Crow's Nest. Likely the Great Hall because of the stairs to the Crow's Nest.

4. The budget status of the project.

The BOD authorized funding for this project (\$47,000), which is included in the FY 2025 LLCC baseline budget.

5. Any additional issues the board may need to consider, including any foreseeable project risks or liabilities.

The use of the Great Hall will mean that the space is not available for use otherwise until the work is completed.

6. The proposed project manager.

The General Manager will manage this project.

7. Evidence of coordination with appropriate staff departments and management.

# President's report 12 21 2024

Hi everyone-welcome to the final board meeting and my last president's report of 2024. I know many of our board members and guests today probably have holiday plans and guests in town-so thanks for making time to join us and I'll do my best to be brief.

The end of the year is a good time for reflection. As I look back at 2024 with my family, my career and my role here on the board, there has been lots of change. I was thrilled to see my son graduate and enter the working world. My wife and I are as busy as we have ever been and I guess I can't see it any other way.

And here at Lake Limerick-it has been an eventful year in so many ways.

I was voted in by the board this past year to be your president. This was not my goal in life and seems like seconds ago I was a new resident and originally a member of the Inn Committee. I then joined the board when I had big concerns that some wanted to close down the Inn, Cafe or even golf course.

So here we are finishing up 2024 and I want to thank the Inn Committee for letting me speak to them last week. This is a passionate group of volunteers who have done much good over a long period of time. They shared their desire to continue to be active in what we do. I also spoke this week to many other members of the community who told me how much they love everything about our community.

But as we prepare for 2025, I want to speak a bit more about change. It can be scary, hard, exhilarating and I often look to others for guidance on this subject.

John F Kennedy said: "Change is the law of life. And those who look only to the past or the present are certain to miss the future."

Maya Angelou had her own take: "We delight in the beauty of the butterfly, but rarely admit the changes it has gone through to achieve that beauty".

As I've said many times, we need to prepare Lake Limerick to make sure this amazing community is here long after all of us. We are the size of a small city and we are treated that way.

Take a look at this slide- these are just some of the entities that no longer allows us to look the other way.

We were able to perhaps get away with ignoring things when we were lots with cabins, but those days are gone. And let me give you one real world example, and I apologize for being a bit vague but there are privacy concerns at play here.

I was unhappy as anyone when we had to close the Inn this week, especially on Bingo night. Some of you may know we have closed the Inn before for a variety of reasons. This week, we had to close because we were short staffed. Simply put, when one employee harasses another-we will not stand for it. We will investigate, follow a formal process and do what is right. In this case, the employee in question was dismissed and the person harassed simply did not feel comfortable working immediately. Our chef was not able to find other qualified staff to work in the kitchen and asked that we close. I never want my own daughter to be harassed and I'm sure you don't either. I'll put that up against disappointed folks, including myself that wanted to be at the Inn.

And now let me put this ugly slide back up again because I'm sure some of you are thinking--I would have volunteered that night to help out. Many of the organizations on this slide do not want that to happen and would fine us or worse if we did.

But as I told the Inn Committee and I will again tell all of you—we can have it both ways. We can have active volunteers doing wonderful things and also have a professional staff under board direction spend our dollars wisely, do the right things for our employees and serve our members.

Over the last months, our general manager has gone through an extensive process of finding our new operation manager leader. A job description with specific requirements was created. Candidates that matched those requirements were vetted and the board unanimously voted to approve the person that was recommended. This new role will allow us to move fast, serve our members and spend our dollars more efficiently. And I was personally pleased that this person has a servant attitude of engaging with stakeholders.

There is a lot of work to be done in 2025. We will soon schedule a town hall and study session to talk about our values and the process of making our resolutions for committees clearer so there can be no misunderstanding of the legacy and importance of our volunteers AND the role of the board and our staff.

I want to end by challenging all of you. I want to look forward and believe it or not, 2026 is just over a year away.

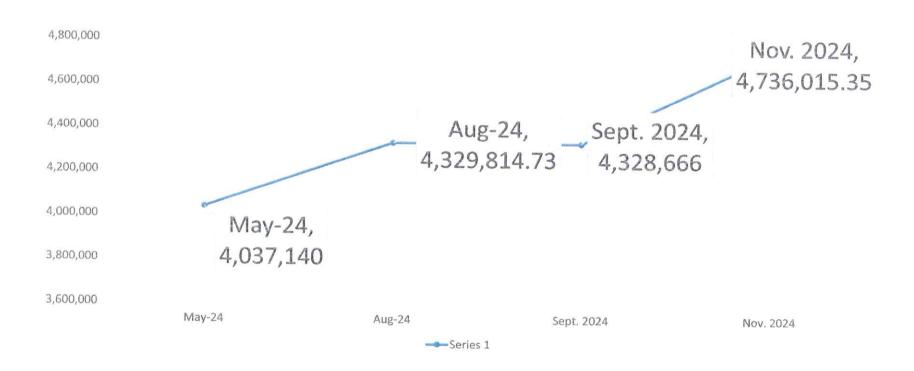
And 2026 will be the 60 year anniversary of the beginnings of Lake Limerick. To me, this deserves to be recognized and celebrated all year long. And whether I am on this

board or not in 2025, I will be beating the drum that we should budget for a year long celebration in 2026. A year long celebration conceived and planned by our members in coordination with our board and staff. This could include something as small as a special 2026 anniversary logo, and T-shirts. It could mean new special events, an exhibit of our history, a new section of our website, special tours that remind us of our beginnings and likely better ideas that all of you have.

But a special 60th anniversary year celebration will take the hard work of volunteers—those in this room right now, and those we do not know yet. I challenge you to start thinking about this and deciding for yourself if it will be a worthy effort of your time.

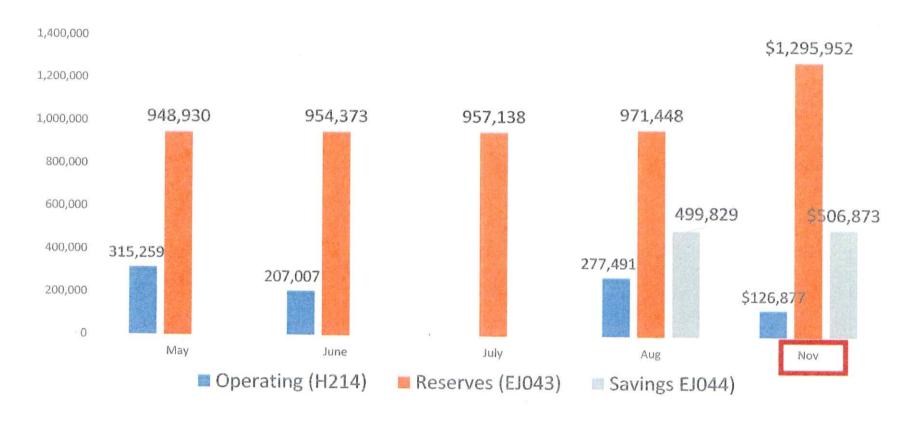
Thank you and happy holidays.

# LLCC All Accounts Total: Trend



# **HOA Accounts**

(2024 calendar year)



# **HOA Reserves Account: 2024**



EdJns 0043 - HOA Reserves

# **HOA Savings Account: 2024**



EdJns 0044 HOA Savings

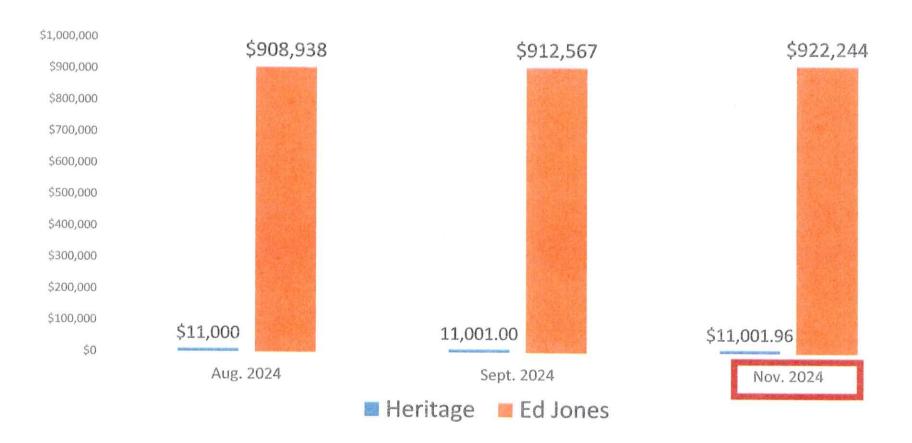
# Water and Well Accounts



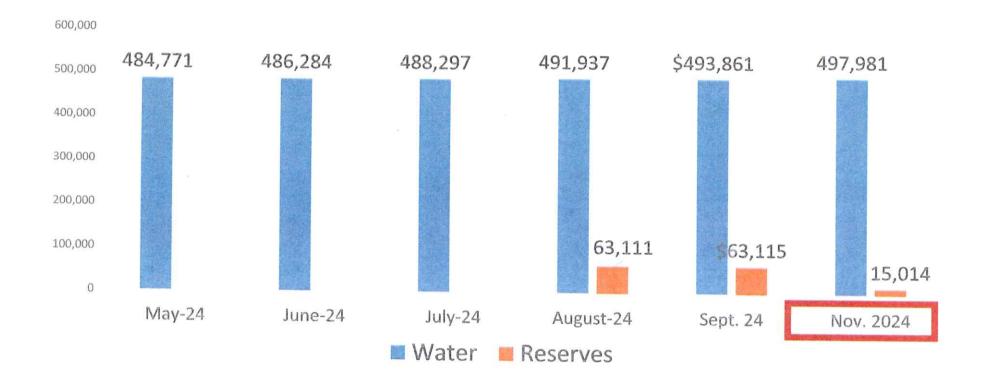
# Water Accounts: Operating & Savings



# **Well Reserves Accounts**



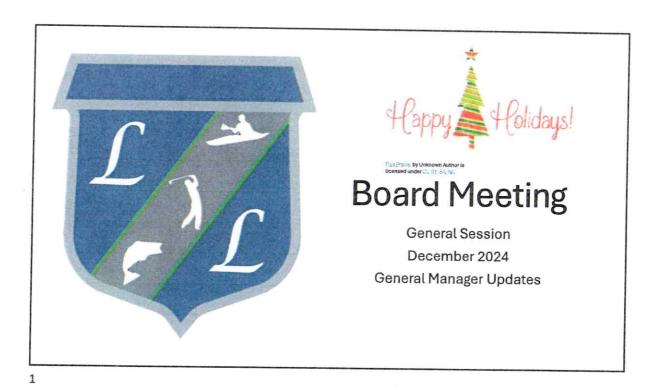
# Main Line: Water & Reserves



# Financial recap November 2024

- 1) Cash totals as of November 30, 2024:
  - a. Heritage Accounts: Total \$531,666.09
    - i. 0214 HOA Operating \$126,876.67
    - ii. 8937 Water Operating \$378,773.88
    - iii. 8945 Well Reserve \$11,001.96
    - iv. 8953 Main Line Reserve \$15,013.58
  - b. Edward Jones Accounts: Total \$3,620,019.72
    - i. 0043 HOA Reserve \$1,295,952.31
    - ii. 0044 HOA Savings \$506,873.26
    - iii. 1177 Well Reserve \$922,244.24
    - iv. 1533 Mainline Water- \$497,981.15
    - v. 2968 Water Savings-\$396,968.76
  - c. OCCU Accounts: (November Statement)
    - i. 1002 Savings \$102,666.75
    - ii. 2001 Checking \$76,873.37

Everything else Shannon will have included in her slides.



# 2025 Approved Projects

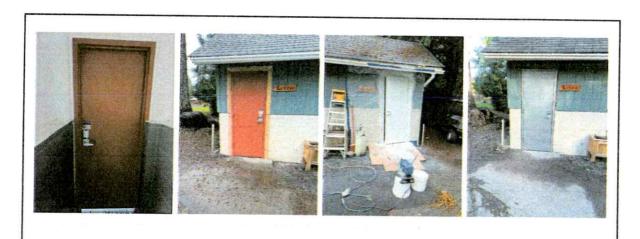
## **FY25 APPROVED PROJECTS**

PROJECT	PROJECT LEAD	В	UDGET	PAR	Start	COMPLETION
Inn Island Shoreline Stabilization (Ph 2)	General Manager	\$	100,000			
Office & Great Hall) Accessible Restroom and Office updates:	with other appropries					
nterior Paint, Flooring, Furniture, Doors, etc.	General Manager	\$	47,000	12/21/2024		
Facilities) Riding Lawn Mower	Facilities Manager	\$	5,000			
Greens) Irrigation Face Plates (5 Total)	Greens Superintendent	\$	12,000			
Angila Park Fence and Ped, Gate Replace	Facilities Manager	\$	35,000	12/21/2024		
Old Lyme Restroom Remodel	Facilities Manager		15,000	12/21/2024		
eaf Guards for Office	Facilities Manager	\$	8,000			
New Park Benches, Tables	General Manager	\$	6,000			
ake Leprechaun Valve Replacement	General Manager & Water Manager	\$	15,000			
ird Sanctuary Dredging / Feasibility Study (Ph 1)	General Manager	\$	17,000			
Used Golf 2018 carts	Golf Pro	\$	40,000	11/12/2024	11/12/2024	11/25/2024
ake Patrol Boat Replacement	General Manager	s	22.500	11/14/2024	ID ID LOCA	11/23/2024
	101	TAL S	322,500			



No Incidents Reported

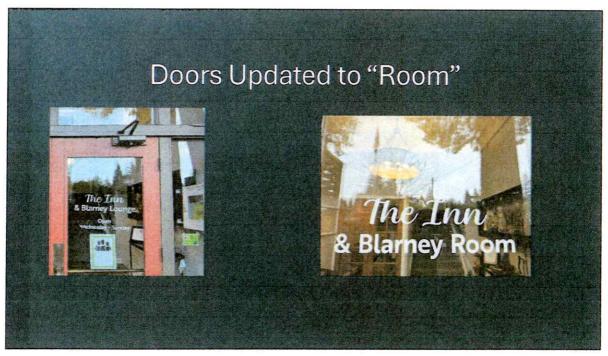
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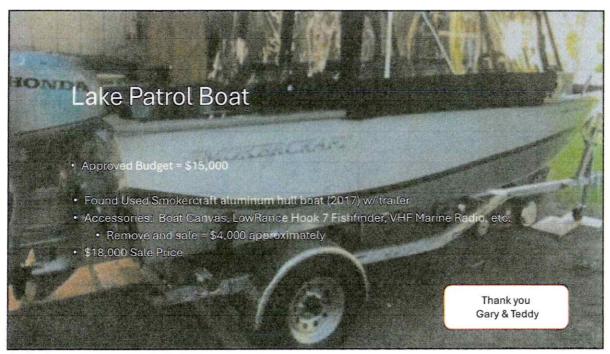


Community – Completed Project

**Golf Course Hole #5 Door Replacement** 

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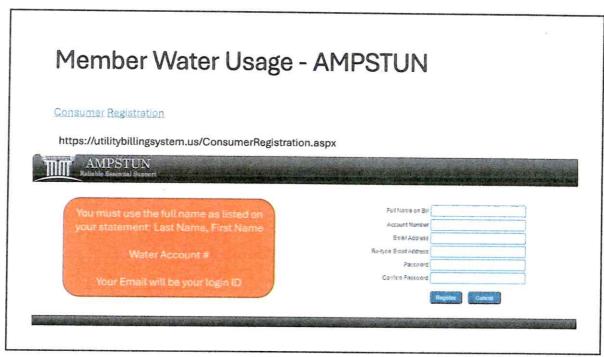


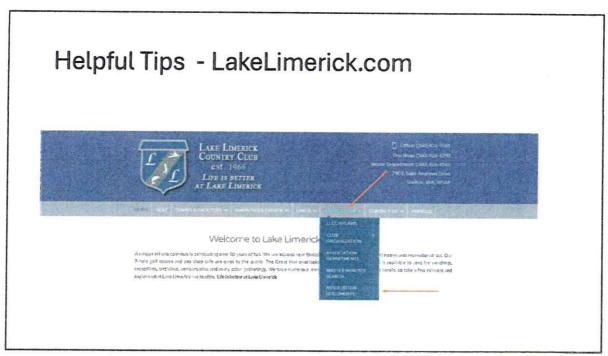
# Social Privilege Card Privilege Privilege Membership 2 purchased in December Social Privilege Card The inn & Blarney Room January t- December 31, 2025 Marie Lake Limerick count y Club 20 purchased in December Shelton, WA 98584

Lake Limerick
Resident Center

Fully migrated
Lessons Learned
Poor Practices / Processes /
Going Rogue
Member Support Needed

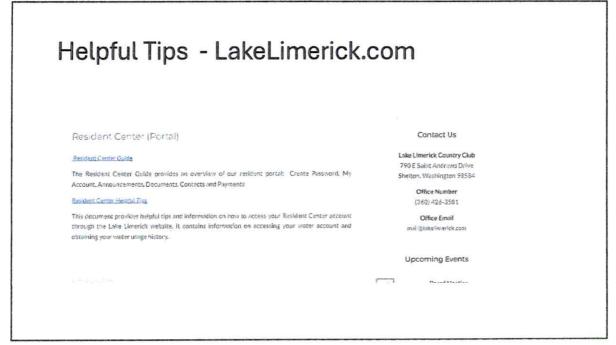
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# Helpful Tips - LakeLimerick.com Below you will find LLCC Documents for Bylanes, Covenants(Now Declarations), Forms, Rules and Applications, Please Choose a Category Type or Attribute or Simply Use the Search Bar to Find Your Needed Document, After The List Populates, Just Circle On the Document TITLE (Some documents will open right away some will go to the attachment page). Coverations Document Attribute Operations Document Description Category Resident Center Partial Siver 25 | ye page 1 standocument (a-1) stable

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# Operations - Processes

### Policies Finalized:

- Employee Timekeeping
- Vehicle Policy
- Mileage Reimbursement
- Document Retention
- · Employee Meals
- Employee Handbook
- · Gift Certificates POS
- · Social Membership POS

### Policies in Progress:

- Project Management / Major Maintenance Process
- · Cash Till Policy
- · Monthly Checklist

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# Fees (Reminder)

- Late fees Starting January 2025
  - · (HOA & Water)
  - \$10
- 1% fee assessment January 2025
- \$50 NSF Fee In Effect



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# Collections

Promissory Notes Established & Notarized:

- · October 7
- · November 3
- · December 0
- 2 Paid in Full





# **Delinquency Updates**

- \$500-\$999 = 75 Members (5.4%)
- \$1,000-\$2,000 = 48 Members (3.5%)
- \$2,001 \$5,000 = 32 Members (2.3%)
- \$5,001 \$10,000 = 10 Members (.7%)
- >\$10,000 = 8 Members (.6%)
- → \$56,551 31-60 Days Delinquent
- → \$299,349 61+ Days Delinquent

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# Delinquency Collection Efforts

- (96) 1st Notice of Delinquency
- (19) 2<sup>nd</sup> Notice of Delinquency
  - •\$7,000 collected



# Property Payoffs & Sold

- · 7 total sales / transfers processed
- · 5 property payoffs processed
- · 3 pending sale

### Challenges:

Discovered 3 that had closed months ago (March, July, Oct) which had not been fully processed.

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# Liens / Foreclosures

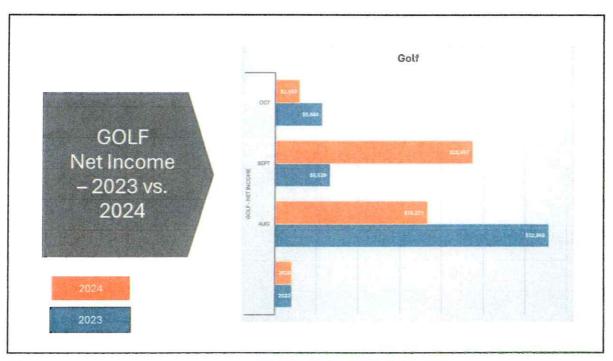
- New Liens-1
- Lien Releases 0
- · Foreclosures Initiated by LLCC
  - · 10 properties
- · Foreclosures Initiated by Mason County
  - · 2 properties

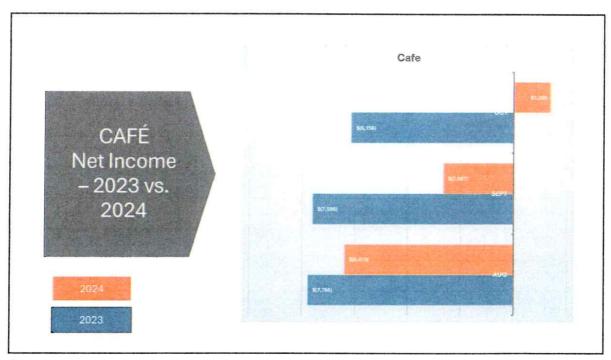


Last Year: Philadelphia Insurance 2025: Property = Cincinnati Insurance Water = Glatfelter Insurance

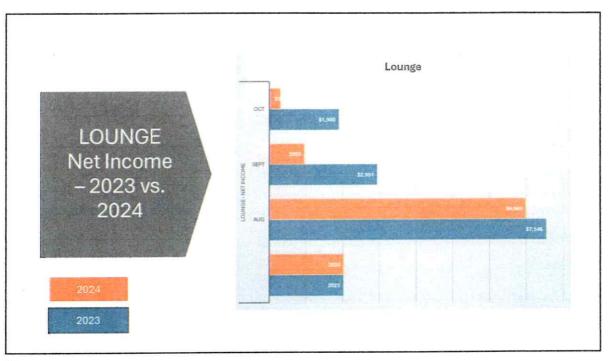
- Property
  - · Property, Inland Marine, General Liability, Auto, Umbrella
- Supplemental
  - Palatable Water (Water Department)

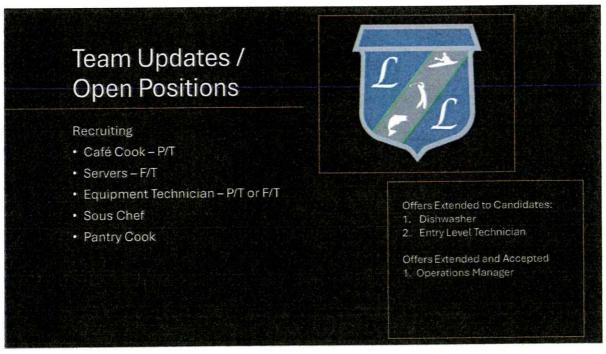
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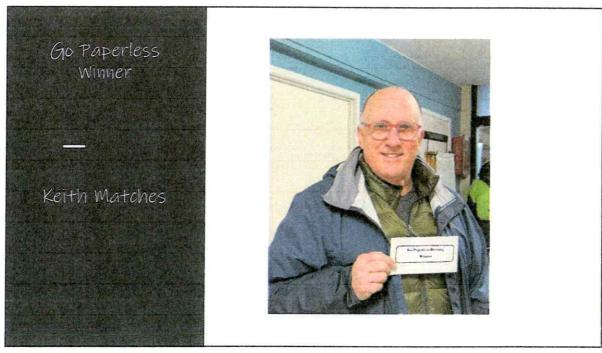
2025 Park Hosts

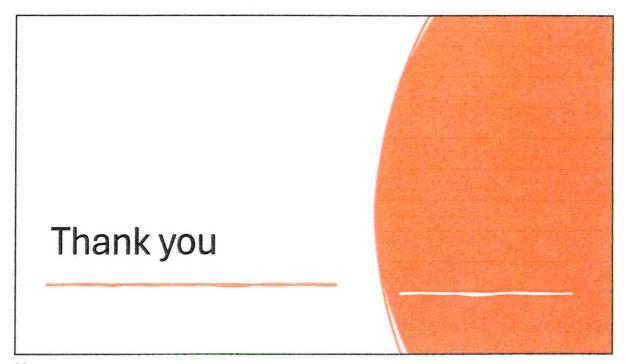
- · Posted and recruiting for our park hosts
- Documents
- Operations Manager Tour our camp areas to plan for much needed improvements

Thanks Dave & Teddy

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# Water Report for 12/21/2024 Board of Directors Meeting

**Overview:** This report is a very abbreviated summary of Water System Utility activities for the month of November and early December at the request of the BOD President to help facilitate a shortened December meeting due to the holidays. Full details of the Water System Committee business, the consumption report, and financial summary documents are included in the Water Committee minutes of November 16<sup>th</sup> as part of the BOD meeting packet.

### 1. Operations:

- All wells are operational and have been analyzed by Picatti Brothers. We are still awaiting their final report
  including digital photography of each well. The final 10% of the invoice will be paid upon receipt and approval
  of the final report.
- Other projects including installation of updated source meters, water testing stations, and ongoing leak detection will continue throughout the next several months.
- Members continue to be concerned with the lack of water use data available in the new billing system. They have been directed by the office to request a printout of the Ampstun data or go on line to access their accounts.
- The extended power outage of December 9<sup>th</sup> of approximately 10 hours was expertly handled by Water System staff. They continually monitored water output, checked generators, and made sure that customers had water available. There were no reports of any water outage.
- The balance of this month's report is limited to allow time for approval of the Water System Utility motion to the BOD to approve the 2023 WSP as submitted by Northwest Water Systems to the Department of Health.

### 2. FY-2025 Projects

 Water Manager Chris McMullen continues to work on approved capital projects and laying out a timeline with the Water System Committee for updates and completion schedules. We will continue to share that information during Water System Committee and BOD meetings as well as from time to time in billing statements.

### 3. Water System Plan Completion:

• All documents requested by the Department of Health for completion of the WSP have been submitted to Lydia Bower at Northwest Water Systems for inclusion in the document. She has completed the final plan edit and submitted it to the DOH for approval AFTER the plan is approved by the BOD (hopefully at the December 21st meeting). The plan with all documents was shared with the BOD via email the first week of December with the request for questions, final input, and any request for a final BOD study session. Only one BOD member responded with "Thanks". No one added comments, questions, or requested the offered study session. IT IS IMPORTANT TO NOTE THAT THE WSP IS A LIVING DOCUMENT AND CAN BE MODIFIED, AMENDED, AND ADDED TO AS NEEDED OVER THE COURSE OF ITS 10-YEAR LIFE. This will include adding the Picatti report in its entirety when received and approved.

### 4. Water System Committee Meeting Date and Time:

• The next regular Water System Committee meeting is scheduled for December 238, 2024 beginning at 9:00 AM. The ZOOM-only meeting will be brief and deal only with emergency situations that may arise.

Kelly Evans,

LLCC Water System Committee Chair