

LAKE LIMERICK COUNTRY CLUB BOARD OF DIRECTORS

Minutes (draft) - Saturday, January 18, 2025

Great Hall | Lake Limerick

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

 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)

President M Robinson called the meeting to order at 9am. Secretary P Paradise called roll and all above board members were present. Also present were General Manager Shannon Ramos and Operations Manager Jon Monroe.

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

President M Robinson gave a brief president's report thanking the community for attending the meeting. President Robinson gave condolences to the community and the Paradise family for the loss of Tony Paradise at 98 years of age and a llcc member since 1967. Refer to the attached report for complete details of the president's message.

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 recommended an annual state of the union address to be presented to the community.

A community member was critical of increased staff costs and dues. The member also felt left out as a property owner in division 4 and 5.

A community member commented on the hiring of consultants and what items can be discussed in a closed session.

A community member thanked the board for the governance study session held last week. Also asked for more information to be provided about financial decisions.

A community member commented on the level of gossip and concerns of financial hardship on members.

A community member asked for the status of the current and future audits.

A community member provided information that is available on the llcc web site regarding board, committee, and community resolutions, bylaws, and restrictions. All this information is available online.

A community member asked if the board was considering members financial means prior to spending money and raising dues.

A community member asked about the status of licc fire hydrants.

A community member suggested renaming a park

A community member asked how to determine how many gallons of water are being used on their monthly bill.

ake Limerick C.C.



LAKE LIMERICK COUNTRY CLUB BOARD OF DIRECTORS

A community member asked about the recently purchased lake patrol boat, park bathroom access, and staff costs.

A community member asked for the status of mechanic hire to maintain all llcc owned equipment.

A community member commented that there needs to be a better way to communicate with Ilcc members.

A community member asked if Ilcc monitors or restricts sex offenders within the association.

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

Actions: Motions to approve the Minutes from

- The Board of Directors Meeting of December 21, 2024
- A motion was made by M Berni, seconded by J Ingemi, and passed with no nays to approve the Board of Directors Meeting Minutes of December 21, 2024

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

A brief financial report was provided by Treasurer M Paradise – see attached for complete details

A motion was made by J Ingemi, seconded by M Berni, and passed with no nays to accept the treasurers report as presented.

6. 9:45-10:30am General Manager Report- Shannon Ramos

The General Manager provided an in-depth report of ongoing activities and projects within the community – see attached report for complete details

7. 10:30-10:45am Water Report: K. Evans

The water committee chair provided a brief report on the water system – see attached report for complete details.

8. 10:45-11:00am Old Business

- a. PAR resolution update the subgroup is receiving/reviewing comments and committee input.
- b. Great Hall bathroom, etc. subgroup the subgroup has not met yet on this subject.

9. 11:00-Noon New Business

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

See attached "Motions to the Board" for complete details of all motions

b. PAR: (Budgeted) Leaf Guards on Main Building (Inn/Great Hall)- S Ramos

A motion was made by J Ingemi, seconded by M Paradise, and passed with no nays to approve the installation of gutter leaf guards on the Inn gutters in an amount not to exceed \$8,500.00

A motion was made by J Grey, seconded by J Ingemi, and passed with no nays to purchase a riding lawnmower at a cost not to exceed \$5,000.00

c. Fee Schedule- S. Ramos

No report currently - fee schedule still in development

d. Board Hearing

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LAKE LIMERICK COUNTRY CLUB BOARD OF DIRECTORS

A member requested an open meeting hearing with the hearing committee and the Board to appeal an architectural committee and Board of Directors denial of a permit for movable structures.

The member is seeking approval for a setback variance for two carports that were installed without permits.

A motion was made by M Robinson, seconded by M Berni, and passed with no nays to re-affirm the denial of permits in accordance with the LLCC Declarations. The member has until May 31st, 2025 to apply for and receive an approved permit meeting architectural requirements and setbacks of the LLCC CC&R's and then to move the structures into compliance by July 31st, 2025

The owner will take another look at moving the existing structures to meet the setback requirements.

10. Noon- 12:05pm Community Announcements

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 P Paradise, and passed with no nays to adjourn to closed session to discuss legal/personnel and Compliance/Hearing issues.

12. Motion to Reconvene to Open Session

A motion was made by R Hamilton, seconded by M Paradise, and passed with no nays to reconvene into open session.

13. Motion to Accept all Motions Made in Closed Session

Motions for items of discussion held in closed session:

One motion after closed session discussion:

A motion was made by M Robinson, seconded by J Ingemi, and passed with no nays that the LLCC Board commence foreclosure actions on division 5 lot 119.

14. Motion to Adjourn

A motion to adjourn was made by P Paradise, seconded by M Berni, and passed with no nays. Meeting adjourned at 2:18pm

Motions

To

The

Board

1-18-2025 LLCC Board of Directors Meeting Advisory Committee Motions to the Board Including the Architecture Register

General Manager Motions to the Board – none received.	

Executive CommitteeMotions to the Board-none received.

Architectural Committee Motions to the Board-none received.

Compliance CommitteeMotions to the Board -one received.

Compliance register for motion to approve.

A motion was made by D Dyson, seconded by J Ingemi and passed with one nay to approve the compliance register as presented and discussed in closed session.

Lake/Dam Committee Motions to the Board-three received.

Motion 1: Lake Dam requests the Board approve the PAR for the Upgrade of Olde Lyme Park Restroom for year-round usage. This motion was originally submitted with our December 2024 Meeting Minutes but was not in the Board's December agenda. (see attached PAR)

A motion was made by J Ingemi, seconded by D Dyson, and passed with no nays to approve the PAR for the Upgrade of Olde Lyme Park Restroom for year-round usage.

Motion 2: Lake Dam requests the Board approve the PAR for the replacement of Anglia Park Gates at the approved budget amount of \$35,000. (see attached PAR)

A motion was made by J Ingemi, seconded by D Dyson, and passed with no nays to approve the PAR for the replacement of Anglia Park Gates at the approved budget amount of \$35,000.

Motion 3: Lake Dam requests the Board approve the PAR for the New Park Benches and Tables at the approved budget amount of \$6,000. During Lake Dam's meeting, members of the Board who were in attendance recommended purchasing 1 additional table specifically for Olde Lyme Park. This would require increasing the budget for this effort by \$1,300 from \$6,000 to \$7,300. (see attached PAR)

A motion was made by J Ingemi, seconded by M Berni, and passed with no nays to approve the PAR fo the New Park Benches and Tables at the approved budget amount of \$7,300.
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- one received. <i>Closed Session Discussion</i>
Water Committee Motions to the board –none received
Motions to the board assembled by Secretary P Paradise
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President's report 1 18 2025

Welcome everyone. And as I always say, thanks for investing in your community by taking the time to join us today in person or via Zoom.

I want to thank everyone that joined our study session on board governance and strategic planning last week. I learned a lot, not only from our presenter but also from all of you. The feedback was outstanding. Next up, we will be scheduling a chat with committee chairs and then another study session likely in February. And as a reminder-the one from last week has been posted on our website and at least in one Facebook group.

Now, I'd like to shift gears for a moment and talk about The Paradise family who has been part of Lake Limerick, just about from the beginning. As many of you know, Tony Paradise, recently passed away at 98 ½ years old. I think it's safe to say he would be on the Mt. Rushmore of Lake Limerick for all he contributed to our community and from what I have read, for his joyful way of interacting with others.

But how many communities like ours have had 3 generations of a family involved in an HOA like we have?

It helps me think more deeply about our commitment to the past, present and future. For Tony and his generation, we have a responsibility to make sure that what made Lake Limerick special in 1967 carries on today--and to make sure we are around for another 60 years.

I 've also been thinking a lot about Pat Paradise on our board. Pat grew up here as you all know, and I originally joined the board when Pat left for a bit. I took a chance on having a beer with a guy that I likely had absolutely nothing in common with. And that's the beauty of Pat. We can disagree and often do not even vote the same on some issues, but Pat is looking out for the future of this community through his words and actions. And his support personally to me keeps me going, especially getting an encouraging text about 15 hours ago, when I was dragging myself home from a one day business trip to Dallas.

Finally-there is Mandy Paradise-the third generation. To me, she represents the past, present and the future of this community.

If you only had an impression of Mandy from a facebook group that even she eventually got booted out of, your opinion would be wrong. Since joining this board, Mandy has been a strategic leader, balancing the needs of the underserved, with

making smart strategic decisions to protect our amenities and prepare for the next generation of Paradises that I hope will also be on this board someday.

We are lucky to have the Paradises and all of you that contribute to our community. And now, as part of my president's report, I'd like to see if Mandy or Pat would like to say a few words.

Treasurers report, Jan 18, 2025 M. Paradise

It's a cost of living and a question of maintenance of growing.

- We must steward well the resources we have and I'm proud to be contributing to having a solid and financial system with highly competent staff.
- My proudest effort as a board member is the hiring of Shannon Ramos and Amber, our financial specialist. My second proudest effort has been the strategic planning efforts with our consultant.
- These investments are less costly then going without them.
- The monies being spent are not outrageous, they are simply more transparent than before. At the end of this fiscal year, we will see if we are on budget or NOT on budget that is the tell. Right now, we are on budget.
- Our closed sessions have information we cannot share because it's related to litigation, personnel and staffing issues, and matters that we must deliberate - to in fact protect our financial and fiscal well-being. It's not always clear why we invested into specific staff or contractors, but they are in fact done to protect our assets and keep the cost reasonable.

I have several questions for our wider community to ponder: **Are you willing to pay your share?** Are you willing to live in your integrity even if it makes your life less comfortable?

Do you know what your FAIR share of what it costs to make this place operate?

Right now, our dues are very high for those among us who have the least to give. There are other ways, but our community must decide together on how to get there. If we are responsible, as a community, this topic will be taken on by all of us in the coming years.

AUDIT

- The audit is still underway, and my main comment is the same its always been –
 we've had a very mixed, multi-system accounting process in place for several years
 including the year the audit was scheduled for. Since then, we've made
 exceptional progress that will enable our upcoming audits to be swifter.
- The auditor has told us that it took so long due to multiple accountants over the
 years and best practices not always being followed. The delay is due to the
 complexity of reconciling financials from a period of QuickBooks consolidation, lack
 of documentation, and multiple accounting methods.

Treasurers report, Jan 18, 2025 M. Paradise

- This is good news as it highlights the areas that are the most important areas to fix –
 many of which Shannon and Amber have already addressed for the subsequent
 years books.
- We are lucky to have Shannon and Amber who in 7 months have been cleaning up years of needed reconciling.
- We are awaiting the audit report, but our initial response from the auditor is there appears to be no unsavory or shady items. We, like you, are very eager to have this completed and set a historical record for our community.

FINANCIALS

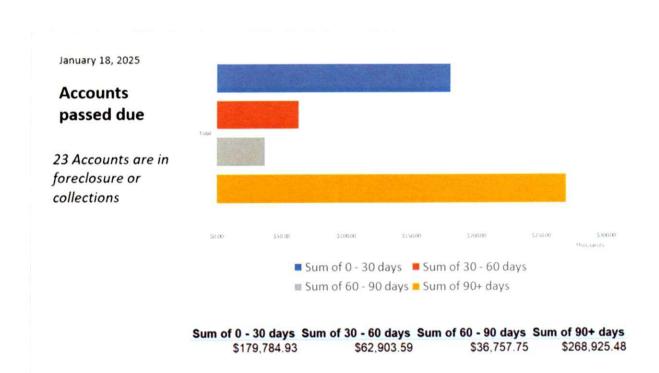
- Our GM has worked with the board by requesting feedback on the types of financial reports would be useful for the community.
- The Board has provided samples from the past and requested POS data.
- The format of the financial data enables the Board, and the community to make data-driven decisions
- The formats may not be 100% perfect, but each month progress is being made to provide not only accurate financials, but readable and useful data displays.
- Office has produced a variety of Actual to Budget displays and they can be requested by the community. I'm not able to share an analysis this meeting due to personal issues that inhibited my ability to devote to creating the slides. All to say, these displays exist and members can access them for their own review.

This month, the financial reports include **Actual vs. Budget figures** for income and expenses.

- Income was below budget in almost all categories. Total income was 85.01% of the budgeted amount for the current period and 24.48% for the year to date.
- Expenses were also generally below budget. Total expenses were 73.47% of budget for the current period and 21.29% year to date.
- **Net Operating Income** was above budget due to lower expenses, despite the income shortfall.
- **Net Income** was \$100,257.81, which was 125.19% of the budgeted amount for the period, but only 35.94% year to date.

Policies

Financial health hinges on revenue and expenditures, but also on consistent, well-managed systems. **Policies in our community and businesses** form the foundation for solid money handling processes. These policies are as crucial as financial reports for ensuring stability and growth. I can attest to the multiple and varied ways that our GM is making the financial health of our organization a priority – and that may not always look like profit loss statements, it includes them, but it's a much larger work.



Treasurers report, Jan 18, 2025 M. Paradise



Financial Displays and Budget-to-Actuals; January 2025







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PROJECT	PROJECT LEAD	В	UDGET	PAR	Start	N
Inn Island Shoreline Stabilization (Ph 2)	General Manager	\$	100,000			
(Office & Great Hall) Accessible Restroom and Office updates: Interior Paint, Flooring, Furniture, Doors, etc.	General Manager	\$	47,000	12/21/2025		
(Facilities) Riding Lawn Mower	Facilities Manager	\$	5,000			
(Greens) Irrigation Face Plates (5 Total)	Greens Superintendent	\$	12,000			
Anglia Park Fence and Ped. Gate Replace	Facilities Manager	\$	35,000	1/18/2025		
Old Lyme Restroom Remodel	Facilities Manager	\$	15,000	1/18/2025		
Leaf Guards for Office	Facilities Manager	\$	8,000	1/18/2025		
New Park Benches, Tables	General Manager	\$	6,000	1/18/2025		
(R) Lake Leprechaun Valve Replacement	General Manager & Water Manage	\$	40,000			
	1General Manager	\$	17,000			
(R) 5 Used Golf 2018 carts	Golf Pro	\$	22,500	11/12/2024	11/12/2024	11/25/2024
Lake Patrol Boat Replacement	General Manager	\$	15,000	11/14/2024	1/6/2025	1/6/2025
	TOTAL	\$	322,500			

Lake Patrol Boat



Lake Patrol Boat Replacement		Cost
Boat & Trailer Actual Cost		\$ 18,000.00
Downriggers Sold		\$ (900.00)
Yamaha Motor Sold		\$ (1,000.00)
Registration & Title		\$ 1,743.02
	Net Total	\$ 17,843.02
Approved Budget		\$ 15,000.00
Difference		\$ (2,843.02)

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Security Services
WA Guard
Services
DEC 2024
Updates

No Incidents Reported

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Operations – Processes & Policies

Policies Finalized:

- NEW Employee Handbook
- NEW Responsible Service of Alcohol
- UPDATED Gift Certificates POS
- UPDATED Social Membership - POS
- . NEW Great Hall Rentals
- · Employee Timekeeping
- Vehicle Policy
- · Mileage Reimbursement
- · Document Retention
- · Employee Meals

Policies in Progress:

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

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- The team is currently taking the required Sexual Harassment and Harassment in the workplace using Gusto
- Deadline January 31st
- 14% Completed

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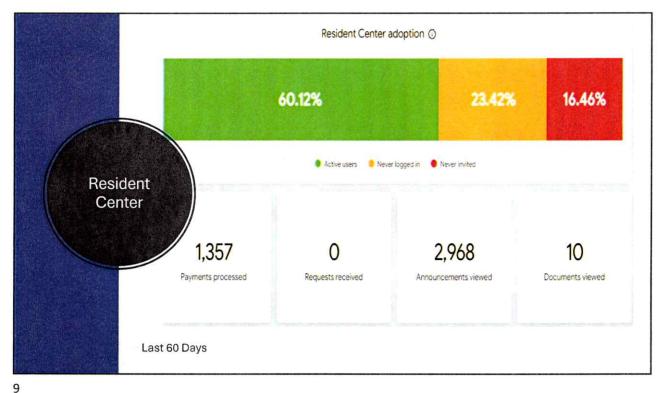


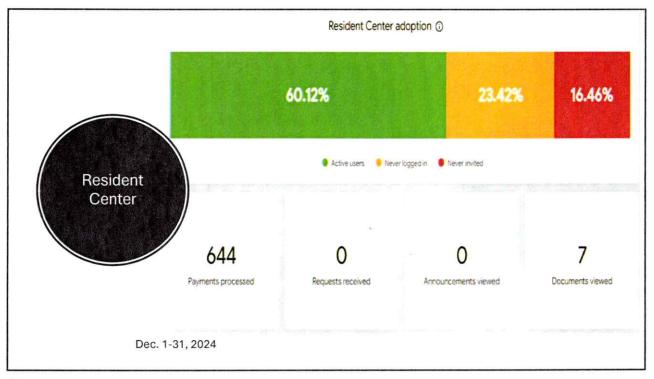


- - HR Compliance
 - Company Policies
 - Safety
 - Training
 - Harassment
 - Compliance & Legal
 - · Environment & Climate
 - Workplace Safety
 - Human Resources
 - Computer & IT
 - Customer Service
 - · Professional Development
 - · Pandemic Response
 - · HR Tools
 - Templates
 - Resources



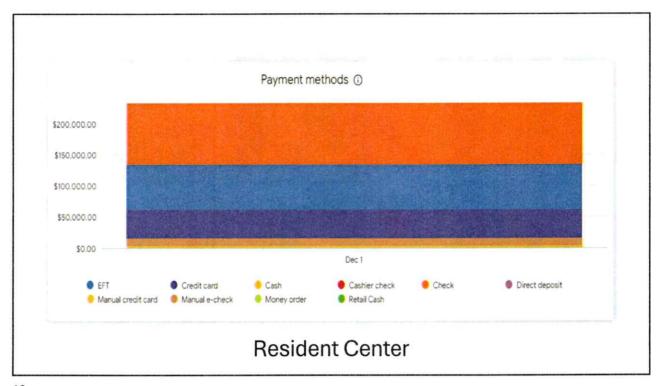
 Started the 2025 Off-Site Reserve Study

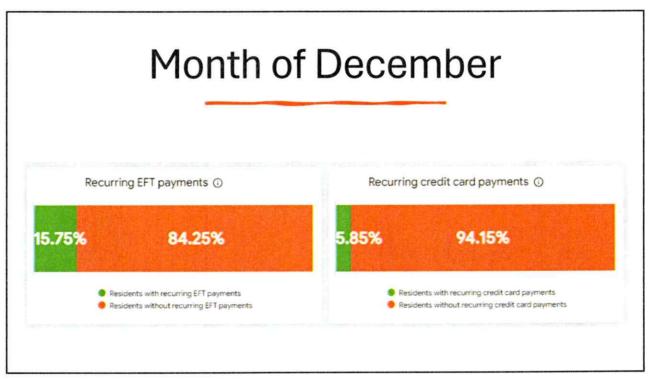


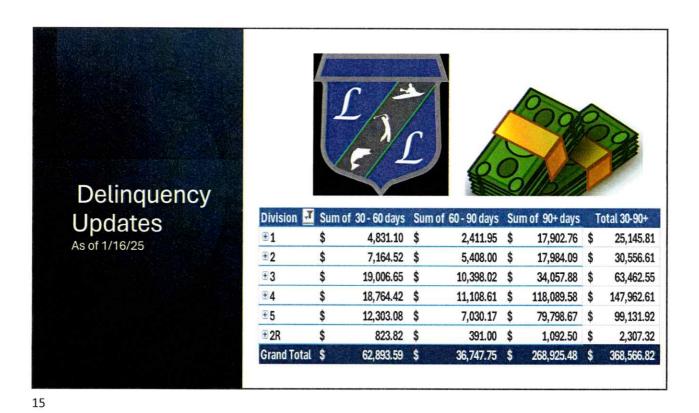




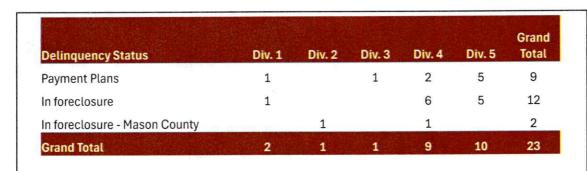








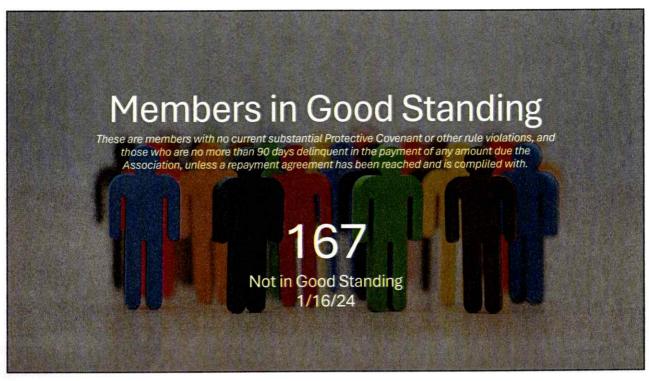
FY25 Budget Co	rrection
Administrative	 48000 - Lake Dam Income Budget \$10K for Fishing Derby Move to:
Lake Dam	 48000 – Lake Dam Income Budget \$10K for Fishing Derby

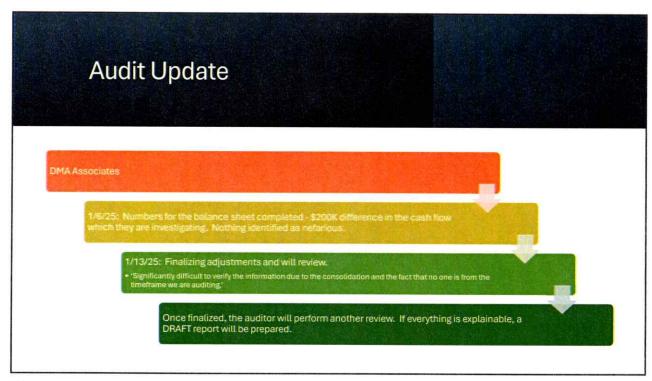


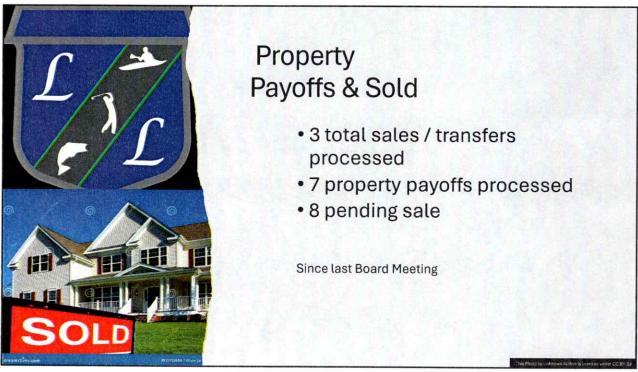
Payment Plans & Foreclosures

As of 1/16/25

17







Liens / Foreclosures

- New Liens C
- Lien Releases 2



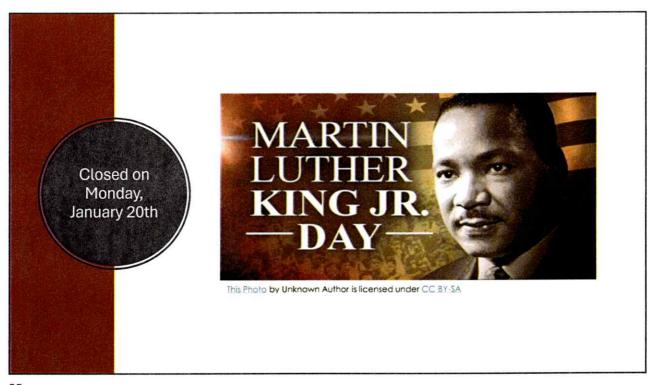
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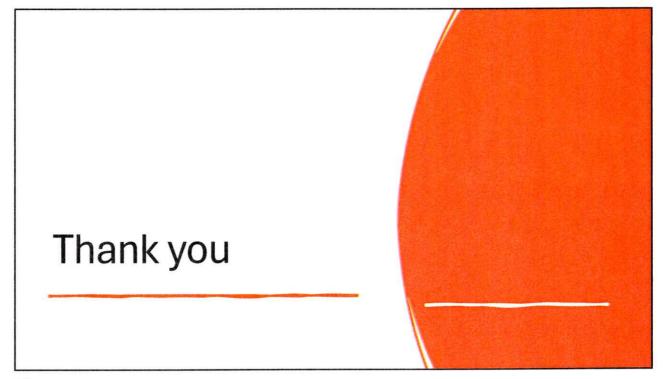
Insurance

- · Last Year: Philadelphia Insurance
- 2025: Property = Cincinnati Insurance Water = Glatfelter Insurance
- · Good News:
 - Volunteers working in the kitchen are covered
 - Golf Ambassadors handling cash we're covered









Water Report for 01/18/2025 Board of Directors Meeting

Overview: This report is an abbreviated summary of Water System Utility activities for parts of December and January. Full details of the Water System Committee business, the consumption report, and financial summary documents are included in the Water Committee minutes 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. Our Water Manager has been in contact with Doug Picatti to
 ascertain when the final report will be delivered.
- Other projects including installation of updated source meters, water testing stations, and ongoing leak detection will continue throughout the next several months. A list of projects was included in the October BOD report.
- The SCADA electronic well system monitoring upgrades are included in the FY-2025 Water Capital Budget. Our water Manager has begun developing a comprehensive PAR. He has scheduled a meeting with Coast Controls, our SCADA vendor to review technology updates and create a job scope and timeline. Much depends on how fast the required materials can be procured. Upon activation, the updated system will provide significantly more accurate water production data and real-time well monitoring capability. This project remains at the top of the list.
- The Water System Utility Committee water conservation program will be ongoing and is included in the WSP.
 Customers will be encouraged to conserve on a consistent basis through information supplied with billing statements, Water System Committee meetings, BOD meetings, and printed materials displayed in the office and common areas. Town Hall information activities will also be scheduled for early summer.

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.
- Water meter replacements will begin this spring with about 100 of the oldest meters being replaced as part of the WSP plan and required by the DOH.
- A number of customer lots were incorrectly identified in the billing system as having no meters. Customers are being notified by mail if their meter and billing information has been updated and monthly charges amended.

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. The BOD of directors approved the plan at the
December 2024 regular meeting. Please remember that the WSP is a living document and will be amended as
needed when new data becomes available and situations change. A link to the complete plan will be posted on the
LLCC website with updates approved by the Water System Committee and the BOD noted specifically annotated.

4. The Ampstun billing system:

Customers and the Water System Committee members continue to be frustrated with the lack of easily available
usage data that was previously part of the Ampstun data system and included on monthly bills. We will be
working with the BOD and GM to restore this vital information as referenced in the WSP as part of our
Conversation Plan.

5. Water System Committee Meeting Date and Time:

The next regular Water System Committee meeting is scheduled for February 22, 2024 beginning at 9:00 AM.
 The hybrid meeting will be held in the Crow's Nest for the Water System Committee and via ZOOM for the community. The December 28th Committee meeting was cancelled because of scheduling conflicts which prevented a quorum being present.

Kelly Evans.

LLCC Water System Committee Chair