



Arrowhead Lake Community

Mid-Year Review
July 2025

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Current Activities

Project or Activity	Description & Details	Current Status	Target Completion	Project Lead (Staff/BoD)	Ownership	Contributors
ABDI Phase 1 (Gate & Lodge Access)	Gate/Lodge Access Controlled by new Photo ID cards. Guest Registration online/App - Reduce foot traffic at MSB.	Member Side; Completed. Internal items pending along with in person payments.	8-Mar-25	Gabby (GM), Christine D (MS)	Ops	
ABDI Phase II (Amenities)	QR Code replacement at amenities, tracking types of members using the amenities, occupancy tracking, better community data which can contribute to useful life of the amenities	iCMS for scanning in and out of amenities is "live". Management is testing and doing a soft open at the pools. There is a lot of software issues and we're currently not able to use this properly. ABDI is not responding to our daily inquiries.	Q2 2025	Gabby (GM), Christine D (MS)	Ops	
ABDI - Officer Pulse	Complete visibility into Dept Public Safety activities. Streamline incidence response and citations.	Waiting for Violation Letters & CCR's to be uploaded, then Training and then Live	Q2 2025	Gabby (GM), Sal D (DPS)	Ops	
North Lake Dam	The dam requires a permit - The permit requires design changes for compliance. This project will review design options & implement the best choice to facilitate approval of our permit.	Currently working on easement agreement with the attorney to present to the owners, along with final design from Engineers	TBD	Gabby (GM), Ray L, Jenn H	Ops	Brian Heverin
Road - Area 1	Lehigh/Paxinos Roads and Drainage. This will alleviate drainage issues on these roads and rebuild the road surfaces to current standards. Final designs are in progress. PennVest funding request is in progress.* See Community Project List on MyALCA for more details.	PennVest Pre-Application Meeting Completed. Target PennVest Deadline October 2025.	Approx. completion Fall 2026. My ALCA website has full schedule.	Scott Gassenmeyer (DPW Director) & Gabby (GM)	Ops	Ron Smith + F&I Committee
Orono Entrance Road and Drainage (Phase 2)	This will alleviate drainage issues on these roads and rebuild the road surfaces to current standards. Design work is in progress. Currently waiting on proposal from Entech.	Received Proposal, Board to Review	TBD	Scott Gassenmeyer (DPW Director)	Ops	Ron Smith + F&I Committee
Road - Area 5	Netcong/Bufalo/Hopi/Arrow Roadwork. Alleviate drainage issues on these roads and rebuild the road surfaces to current standards. Design work is in progress. Currently waiting on proposal from Entech.	Board Approved, Waiting on Entech to timeline	TBD	Scott Gassenmeyer (DPW Director) & Gabby (GM)	Ops	Ron Smith + F&I Committee
Lake Management Plan	Development of an all-inclusive plan that includes water quality, fish populations, vegetation control, wetlands, runoff, etc. This will be managed annually to ensure our lake's long term health.	Ongoing. Dam Treatment schedule for August 2025. If residents have specific areas, please put in a service request to Johnathan for treatment in August. Currently operating on a temporary permit 9138	Q4 2025	Jonathan White (Rec)	Ops	Mike Kenney, Mark Fundakowski, Jennifer H, Raymond L
Community Management Software System Project	Board of Directors has approved Northstar. Once fully implemented this will allow all departments to communicate more effectively, operations will run smoother, homeowners will have a better website, be able to make payments online, access all account information (including itemized account balance), access to all communications and much much more! Owners will also have access to an App that will allow them to log into their ALCA account and view the website through the app.	Onboarding Northstar (June) Live Date Scheduled for October 2025. Website development ongoing along with backend development.	Q1 2026	Gabby (GM), Christine D (MS)	Ops	
Tech42 Server to Cloud Project	Board of Directors has approved moving from servers to Microsoft Office Sharepoint/Cloud. Servers were due to be replaced, moving to the cloud saves the association about \$5K by switching to the cloud.	Launch Meeting scheduled for end of June. Management Team currently organizing digital folders and files for easy transition and tracking.	Q3 2025	Gabby (GM), Deanna C. (HR), Christina LaBolt (Executive Assistant)	Ops	
Kayak Launch Install	Recreation Committee suggested we install a Kayak Launch at the Island. We currently looking into permitting for this project.	Confirmation that a permit is needed. Working on a proposed timeline for launch. It also has to do with permitting for our current docks and DEP.	Q1 2026	Scott Gassenmeyer (DPW Director)	Ops	
Transition Zoom to Microsoft Teams Project	Tech Committee is troubleshooting with guest access to the meetings. Christina has created teams channels for all committees.	Working on training modules	Q4 2025	Christina (Executive Assistant)	Ops	Technology Committee
	General maintenance of potholes and other road disrepair.	Ongoing. 3 Road Crew Team Members for curbside pending		Scott Gassenmeyer (DPW		

	Project or Activity	Description & Details	Current Status	Target Completion	Project Lead (Staff/BoD)	Ownership	Contributors
Upcoming Activities	Lower Level MSB Parking Lot Repaving	Repaving of the lot was expected in the fall of 2024 but was never completed. This project will be resurrected and completed when the weather permits.	Bid sent out to vendors, due back July 18th. Pre Bid Meeting was July 8th.	Q4 2025	Gabby (GM), TBD (DPW Director)	Ops	
	Toe Drain Repair	Repairing the toe drain by MSB parking Lot for main dam.	Bid sent out to vendors, due back July 18th. Pre Bid Meeting was July 8th.	Q3 2025	Scott Gassenmeyer (DPW Director)	Ops	Ron Smith
	Emergency Action Plans	A thorough review of ALCA's existing plans will be conducted to ensure both community safety as well as compliance with any regulatory requirements	Reviewed by Staff	Q3 2025	Gabby (GM), Sal D (DPS)	Ops	Brian Heverin, F&I Committee
	Choctaw Playground ADA Compliance	Ensure our new playground is fully compliant	Entech drafting drawing of walkway. Waiting on Entech to provide proposal.	Q3 2025	Jonathan White (Rec)	Ops	Nick Aleynick
Completed Activities	Rental Office Closure	The office on 940 is permanently closed and rental registration has moved back to MSB. Member Services will be emailing QR Codes to the STR guests and check in will be streamlined and saves community funds. RENTAL OFFICE CLOSED.	Completed	April 7 2025	Gabby G (GM), Christine D (MS)	Ops	
	Office (MSB) Reorganization	More efficient use of space, bring rentals back into MSB (close Rental office), better align departments, better customer service for members	Completed	28-Feb-25	Gabby G (GM)	Ops	
	Audio/Visual Upgrades - Lodge	<u>The upgrade to the sound system in the lodge banquet hall is now complete.</u> System changes allowed for greater flexibility and options for meetings and events	Completed	Q2 2025	Jim Imbesi, Johnathan White (Rec)	Ops	
	Camera Upgrade - Lodge	Cameras were upgraded and added onto current camera system	Completed	Q2 2025	Sal D (DPS Director)	Ops	



Additional Completed Projects

- New family-friendly games in MSB game room
- Lodge Lighting Repaired
- Beaches new sand before memorial day
- Playground re-mulched in June
- DPW raking the beaches 3x per week
 - Goose Patrol Committee is also doing a great job helping keep our amenities clean
- Boat Racks – More Racks, Better Lottery Process
- Cashless Payments Implemented at the Member Services Building
- Fish Stocking

Other Activities

- Pothole Repairs – new techniques & processes being tested
- MSB HVAC Repairs – In Progress
- Carp Removal approved and scheduled for October 2025
- Fishing Derby Annual Check List Completed



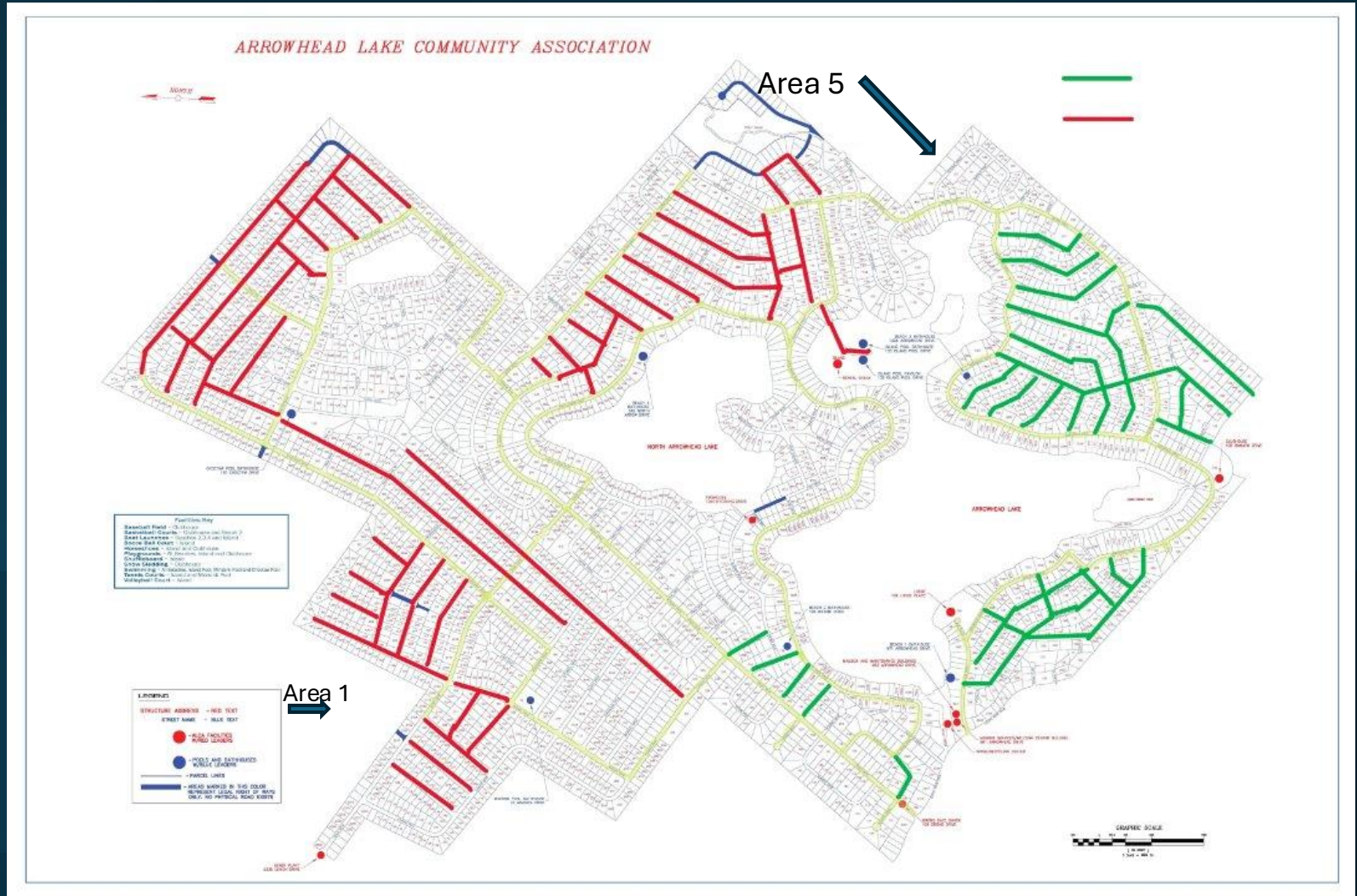
Road Plan – 2025 & Beyond

Green – 2026–2028
Prospective New Pave
(Budget Depending)

RED – 2026-2027
Prospective DSA
Regrading (<10 Miles)

Remaining Roads to be
addressed in subsequent
phases

*All work is budget
dependent on fluctuation
of materials price in
market



- YTD ALCA Assessment Collection Rate 91.4%
- YTD Budget vs Actuals (Revenue vs Expenses)



Financials

General Fund Operations						
				YTD June	YTD June	Over
				Actual	Budget	(Under)
	<u>Revenues:</u>					Budget
	Total Revenue			6,054,979	5,804,486	250,493
	Total Operating Expenses			2,801,767	3,050,796	(249,028)
	Revenue (Expense) from Operatio			\$ 3,253,212	\$ 2,753,690	\$ 499,521

Resources: Why Reserve Studies are Important

- What is a Reserve Study?

- A reserve study is a long-range capital planning tool that helps communities anticipate and prepare for the repair and replacement of their community's common assets. A reserve study includes both an in-depth analysis of the property's physical condition and a thorough examination of current reserve funds. The resulting reserve study report presents a prioritized schedule of capital projects and a reserve funding plan to offset future costs associated with repairing and replacing the common assets over the next 30-years
 - [Reserve Studies - Reserve Advisors](#)
- A Closer Look at CAI Reserve Study Standards – Reserve Advisors;
[Changes to CAI's Reserve Study Standards Explained](#)
- [CAI Recommends Mandatory Reserve Studies and Funding for Community Associations - CAI Advocacy Blog](#)
- [Microsoft Word - CAI Reserve Study Standards July 2023 - FINAL.docx](#)
- [CAI Releases New Reserve Study Standards for Community Associations | Community Associations Institute](#)

Communications & Committees

- Email Blasts – Weekly, and then some - [HERE](#)
- Project Tracker – included in Monthly Board Minutes - [HERE](#)
- Community Surveys – More Frequent
- Committee Recommendation Tracker is Published on MYALCA - [HERE](#)
- Presentations Published – The Dam, The Roads, ABDI - [HERE](#)

Committee	Objective	Current Members
A&B Control Committees – Architectural & Building - Arrowhead Lake Community Association		0
Anglers Committees – Anglers - Arrowhead Lake Community Association	Oversight and success of ALCA fishing programs and the Fishing Derby	20
Appeals Committee – Appeals - Arrowhead Lake Community Association	Review any membership appeals to citations	11
Budget Committees – Budget - Arrowhead Lake Community Association	Prepare and propose the Annual budget to the Board	11
Declaration Restatement Covenant Restatement - Arrowhead Lake Community Association	Restate the various covenants into a single document across the community	8
Election Committees – Election - Arrowhead Lake Community Association		6
EM&R Committees – EM&R - Arrowhead Lake Community Association		7
F&I Committees – Maintenance - Arrowhead Lake Community Association		9
Member Services Committees – Member Services - Arrowhead Lake Community Association		9
Recreation Committees – Recreation - Arrowhead Lake Community Association		25
Technology Committees – Technology - Arrowhead Lake Community Association		11
Security Committees – Security - Arrowhead Lake Community Association		4



Board of Directors Initiatives

Strategic Plan Progress (Board Lead: Kevin Duggan)

- **July Meeting: Content Finalization & Drafting**
- Finalize the core content of each goal.
- Begin editing and shaping the layout of the final plan document.
- **August Meeting: Final Edits & Presentation Prep**
- Complete final edits for each goal & plan document.
- Review communication to community members for their comments and feedback.
- Discuss presentation approach for the final Board review at the October Board meeting.

Board Transition Plan Documentation / Digital Format (Board Lead: Kaitlin Lyman)

Other Activities:

Update the Lodge Use/Rental Policy
Review Committee Membership Policy

Rules & Regulations Updates

- (Board Leads: Denise Zacher, Jennifer Honn)
- Draft was sent out for member comment in Spring 2025
- Board is reviewing those comments along with recommendations from staff and community concerns
- Draft will be resent out at the end of the summer for review prior to approval at an upcoming Board meeting
- **Member Survey – Summary and Review**
- (Board Leads: Kaitlin Lyman & Jennifer Honn)
- Survey was sent out in June 2025
- 420 Members replied to the survey
- Link to Survey Results in MyALCA: [Presentations - Arrowhead Lake Community Association](#)

Please visit MyALCA for all approved meeting minutes to view motions passed by the Board of Directors: <https://arrowheadlakepa.net/board-of-directors/>



Gabby Garofano, General Manager
Joe Rehm, ASC Sewer Manager
Marina Levit, Accounting Controller
Steven Koiner, Aquatics Director
Sal DiBenedetto, DPS Director
Scott Gassenmeyer, DPW Director

Christina LaBolt, Executive Assistant
Deanna Caricato, Human Resources
Connie Maurer, Marketing & Communications Specialist
Christine Dinegar, Member Services Director
Johnathan White, Recreation Director
Ryan Pysher, Asst. Recreation Director

ALCA & ASC Leadership Team





LEADERSHIP ADDITIONS



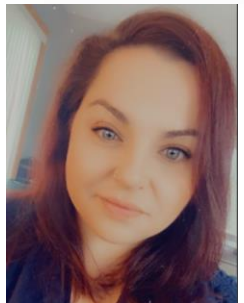
Gabby Garofano-General Manager
December 2024

There is an experienced General Manager specializing in Homeowners Association (HOA) operations, with a strong background in community management across the state of Florida. With a proven track record of serving communities of all sizes—from small neighborhoods to large-scale master-planned developments. Gabby brings a comprehensive understanding of Florida statutes, board relations, vendor management, and resident engagement. Known for building strong, service-oriented teams and driving operational excellence. Gabby is committed to fostering well-maintained, vibrant communities through proactive leadership and transparent communication..



Johnathan White Director of Recreation- JANUARY 2025

Johnathan comes to us with over 15 years of non-profit management experience. He has supervised multiple program areas including aquatics, fitness, recreation, facilities, and summer camp. Johnathan has his Bachelor's of Science degree in Health and Wellness and a Master of Science in Sports Administration. Johnathan is an active volunteer in his community



Deanna Caricato, SHRM-CP- Director of Human Resources-
APRIL 2025

I bring eight years of diverse HR management experience, having worked in logistics, non-profit organizations, and home healthcare. Throughout my career, I've focused on fostering positive workplace cultures and supporting teams to achieve their best. Whether it's optimizing recruitment, enhancing training initiatives, or ensuring compliance, I'm passionate about contributing to both operational success and employee well-being. I'm excited to bring this experience and energy to our team as we work together toward shared goals. SHRM-CP certified and always continuing my HR education.



Scott Gassenmeyer- Director of DPW / Project Manager-
JUNE 2025

Prior to joining the team at Arrowhead Lake, I was the Director of Public Works and Parks & Recreation for the City of Scranton. There my focus was on organizational and budgetary restructuring and realignment to ensure the departments were as functional and efficient as they could be for the community, as well as managing countless green space and infrastructure projects.

Before my work in the public sector, I spent 12 years in the United States Marine Corps, in this capacity I served numerous positions; primarily (and always) an infantryman... I was also assigned positions within training and development and served as a unit chief of operations. But most important to me was the organizational leadership and development, in which I was privileged with the opportunity to mold and mentor America's finest and fiercest warriors.



Ryan Pysher- Assistant Recreation Director-
JUNE 2025

The first 11 years of my professional career was spent as a social worker in varying community-based organizations and therapy organizations. I have my bachelor's and master's degree in social work and obtained my LSW. For the past 4 years I worked at Blue Mountain Resort, 3 of those years as the lift operations manager. I have a passion for outdoor recreation as well as social functions and community engagement.



Marina Levit –Controller-
JUNE 2025

I'm a results-driven professional with over 16 years of experience in accounting, operations, and HR across the manufacturing, construction, and real estate sectors. Throughout my career, I've led teams and improved internal processes to help organizations operate more efficiently. Whether negotiating with vendors or driving cross-functional collaboration, I prioritize transparency, streamlined processes, and solutions that help people do their best work.



TRAINING & EDUCATION

Investing in People = Investing in ALCA

- Training is not just onboarding — it's continuous development
- Well-trained employees deliver better service
- Strong internal pipelines reduce turnover
- Our commitment ensures success for staff and community

Impact of Comprehensive Training

- 92% of employees feel more engaged with well-designed training
- Companies see 218% higher income per employee
- 24% higher profit margin with strong training programs
- 30–50% better retention in learning-driven workplaces
- 94% of staff would stay longer with development opportunities
- Onboarding reduces first-year turnover by up to 82%

Why Training Matters

- Create a confident, capable, and service-driven workforce
- Standardize knowledge, safety, and expectations across roles
- Invest in long-term employee growth and internal leadership
- Improve retention, morale, and community satisfaction

Oversight & Evaluation

- Led by HR and Department Heads
- Tracking: Checklists, logs, feedback tools
- Evaluation: Retention, promotion, engagement, compliance

Training Process At-A-Glance

Onboarding (Day 1-90)	Role-Specific Skills Training	Ongoing Learning & Development	Performance & Career Development
- Orientation: ALCA mission, culture, leadership - Policies: HR handbook, safety, compliance - Department-specific instruction and training - Technology access & system setup - Mentorship & peer shadowing - Scheduling 30/60/90 day check-ins with supervisors	- Hands-on training in core duties - Safety certifications (e.g., CPR, OSHA) - Labor compliance (e.g., youth worker restrictions) - Supervisor evaluation and proficiency sign-off	- Quarterly refresher trainings - Cross-training for flexibility - Leadership & supervisor development - Industry resources: webinars, conferences, certifications	- Biannual/Annual performance reviews - Individual development plans (IDPs) - Review of training history & goals - Internal promotion & advancement support



STAFF HEADCOUNT

Department	F-Full Time	P-Part Time	Seasonal		Open Positions		Total Headcount
			FT	PT	FT	PT	
085 - Arrowhead Sewer Company	4	0	0	0	0	0	4
110 - Administration	9	1	0	0	0	0	10
120 - Admin Services	6	3	0	0	0	0	9
125 - RENTAL DEPARTMENT	2	0	0	0	0	0	2
130 - Department of Public Safety	11	5	0	0	1	2	16
140 - Department of Public Works	12	1	0	0	2	2	13
180 - Recreation	5	0	0	3	0	0	8
190 - Aquatics		0	1	44	0	0	45
430 - Rental Shack	0	0	0	6	0	0	6

Headcount data is based on information pulled as of July 2025. Open positions reflect active requisitions at the time of reporting. Please note that the number of open positions is subject to change based on evolving business needs and ongoing recruitment efforts.



COMMUNITY KUDOS FOR STAFF



Community Kudos for Staff

Staff Member's Name/Department	All Staff All Departments
Staff Member Kudos	A HUGE thank you to the entire staff for all of their hard work put in to making the 4th of July weekend a success! So much time went in to preparing, executing, and cleaning up. Thank you all for your commitment to our community!

Community Kudos for Staff

Staff Member's Name/Department	Ryan Pysher Recreation
Staff Member Kudos	Wow! Gabby knows how to pick 'em! Ryan's addition to the Lodge has made a pleasant change to the Recreation staff. With Jonathan's leadership and Ryan's willingness to create new activities, Arrowhead's ability to maintain our family recreation community is in very good shape.

Community Kudos for Staff

Staff Member's Name/Department	Ryan Pysher Recreation
Staff Member Kudos	Wow! Gabby knows how to pick 'em! Ryan's addition to the Lodge has made a pleasant change to the Recreation staff. With Jonathan's leadership and Ryan's willingness to create new activities, Arrowhead's ability to maintain our family recreation community is in very good shape.

Community Kudos for Staff

Staff Member's Name/Department	Pete Trash centwr
Staff Member Kudos	Pete always has a smile on and says waves hello as you are pulling up. He always asked if he is grabbing the right bags out of your trunk. He asked how you are doing and when he is finished with the trash, he always said "have a nice day". Always pleasant.



Community Kudos for Staff

Staff Member's Name/Department	All the Guys Trash center
Staff Member Kudos	All the Guys in the Trash Center this weekend did a super job.

Community Kudos for Staff

Staff Member's Name/Department	Staft @trach connectinf site thia am dept of works
Staff Member Kudos	the usual complex over crowing over flow,on holidays the staff handled the complex systen with and grace and good humor

Community Kudos for Staff

Staff Member's Name/Department	All the Guys Trash center
Staff Member Kudos	All the Guys in the Trash Center this weekend did a super job.

Community Kudos for Staff

Staff Member's Name/Department	Deanna Caricato
Staff Member Kudos	I want to give a kudos to Deanna for taking time to create tie-dye shirts for staff to wear during the 4th of July Weekend. Not only was it a nice gesture and gift, but it also helped people to identify staff as we all matched! The ice cream party she set up for all staff to enjoy was also a pleasure and it was nice to see staff from different departments come up to MSB and enjoy themselves while eating ice cream.

Community Kudos for Staff

Staff Member's Name/Department	Braxton Rentals
Staff Member Kudos	He was very helpful and friendly!!! Thanks Braxton!



Community Kudos for Staff

Staff Member's Name/Department	Sai DiBenedetto Security
Staff Member Kudos	Over the July 4th weekend, Sai consistently demonstrated professionalism, visibility, and a genuine commitment to the safety and comfort of our community. I personally observed him on multiple occasions throughout the holiday—at the island pool, the beach, the gate, and the bonfire—always present, approachable, and engaged. Sai took the time to greet guests with a warm "hello," helping to foster a welcoming and secure environment. His presence was not only reassuring to residents and visitors, but also supportive to staff members who knew they had a dependable leader nearby. What stood out most was Sai's calm, confident demeanor and his proactive approach. Rather than remaining behind the scenes, he remained actively engaged with the flow of events and needs of the weekend, ensuring safety without ever being intrusive. Sai sets a strong example for his team and represents the best of what community-facing leadership should look like. His visibility, professionalism, and consistent engagement throughout a high-traffic holiday weekend are sincerely appreciated.

Community Kudos for Staff

Staff Member's Name/Department	Connie Member Services
Staff Member Kudos	Thank you for helping me through a computer glitch for the Community Yard Sale. So very kind and patient.

Arrowhead Lake Community Association

Community Kudos for Staff

Name/Department	Nicole Blazeski Accounting
Staff Member Kudos	Nicole has been super helpful as we are new owners and are figuring out the various payments and processes. Her patience and kindness as she responds to my many questions has been appreciated.

Community Kudos for Staff

Staff Member's Name/Department	Jonathan White Recreation
Staff Member Kudos	Jonathan's arrival at the Lodge was a godsend! He is a great listener and team player. His efforts during this July 4th weekend have proven how valuable he is to the ALCA community. From directing food trucks at the island to directing parents and children at the Cardboard Regatta his ability to see what action is needed is priceless.

Community Kudos for Staff

Staff Member's Name/Department	Gabby Garafano GM
Staff Member Kudos	Gabby is a General Manager the likes of which ALCA has not seen in the recent past, if ever! I see her at events, encouraging the staff and receiving feedback from community members. This hands on approach has totally transformed the team of staff members and their interactions with the community. Yes, she has maintained and built an impressive team. Bravo, Gabby!!

Community Kudos for Staff

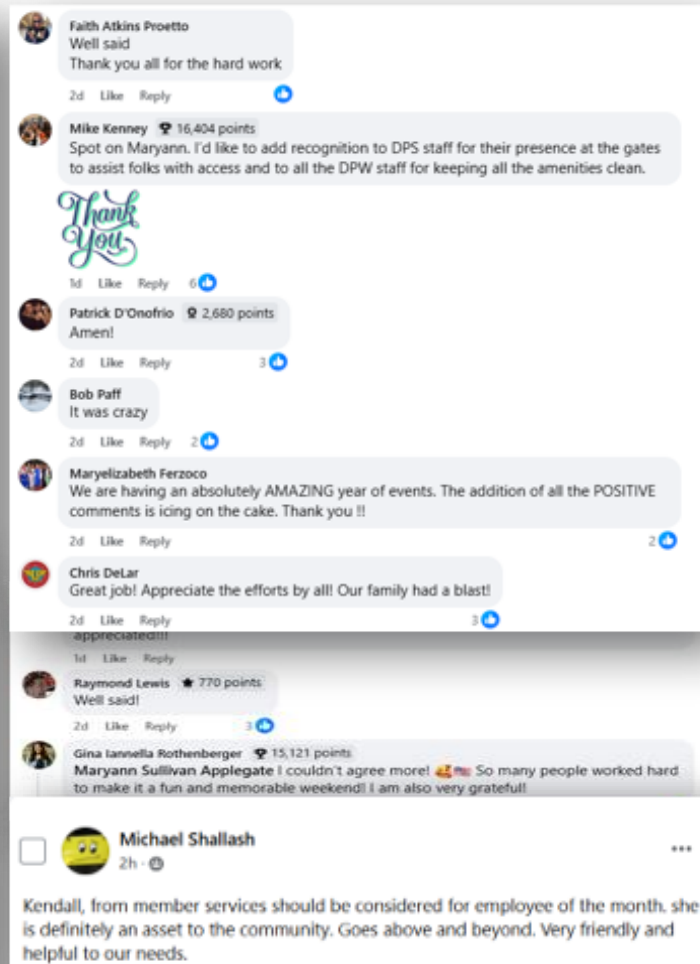
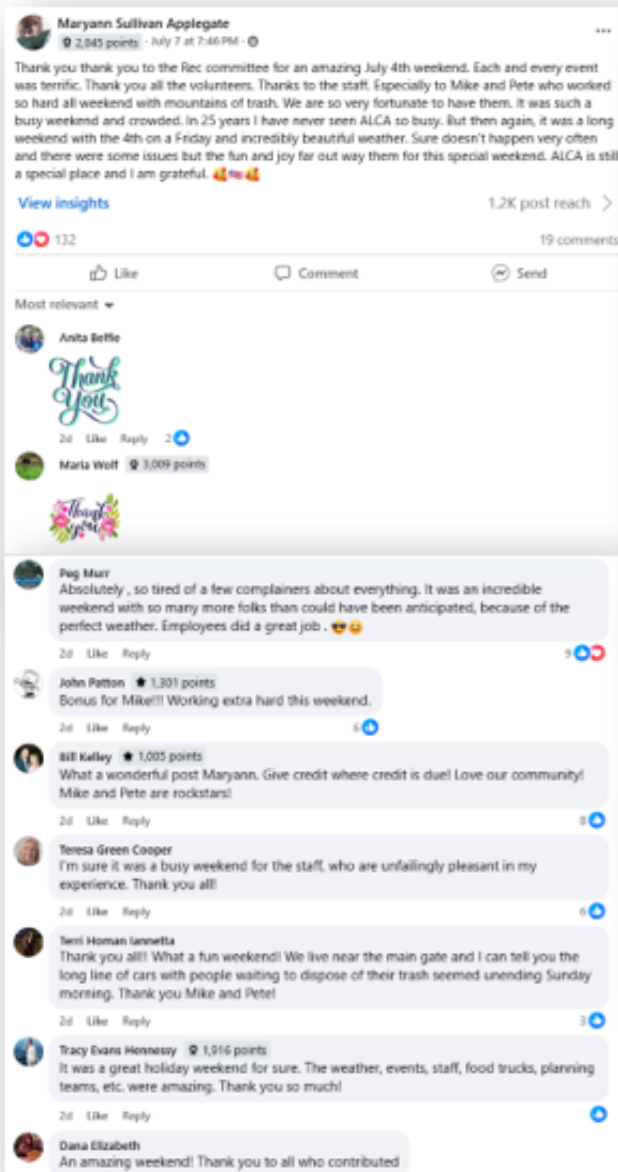
Staff Member's Name/Department	Gabby, Christina, Sai, Deanna GM, Member Services, Security, HR
Staff Member Kudos	Thank you to the Administration personnel of ALCA for attending the Arrowhead Cabaret. Your support of the Cabaret and the efforts of these residents, is very much appreciated. Many hours were spent preparing this show with the sole purpose of entertaining our neighbors. Thank you, 😊 Judy Grace

Community Kudos for Staff

Staff Member's Name/Department	Braxton Member Services
Staff Member Kudos	I'm submitting this on behalf of friends who rented this past 4th of July weekend. They had some trouble getting into the community and wanted to share how incredibly helpful Braxton was! Despite handling a stressful situation just before them, he remained kind, polite, and went the extra mile to help them get things sorted out. They were so appreciative of his calm, courteous approach and wanted to make sure he was recognized. Thank you, Braxton!



Community Kudos for Staff- Social Media



Want to submit a Kudos for Management and Staff?



Share Your Kudos!



EMPLOYEE SURVEY RESULTS

APRIL 2025

Overall Employee Satisfaction

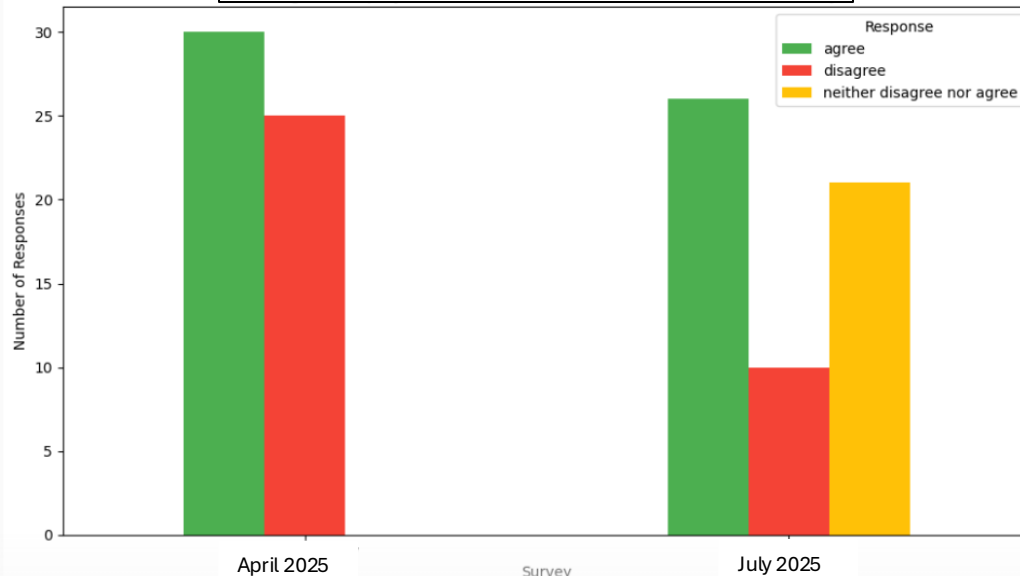
54.5%

JULY 2025

Overall Employee Satisfaction

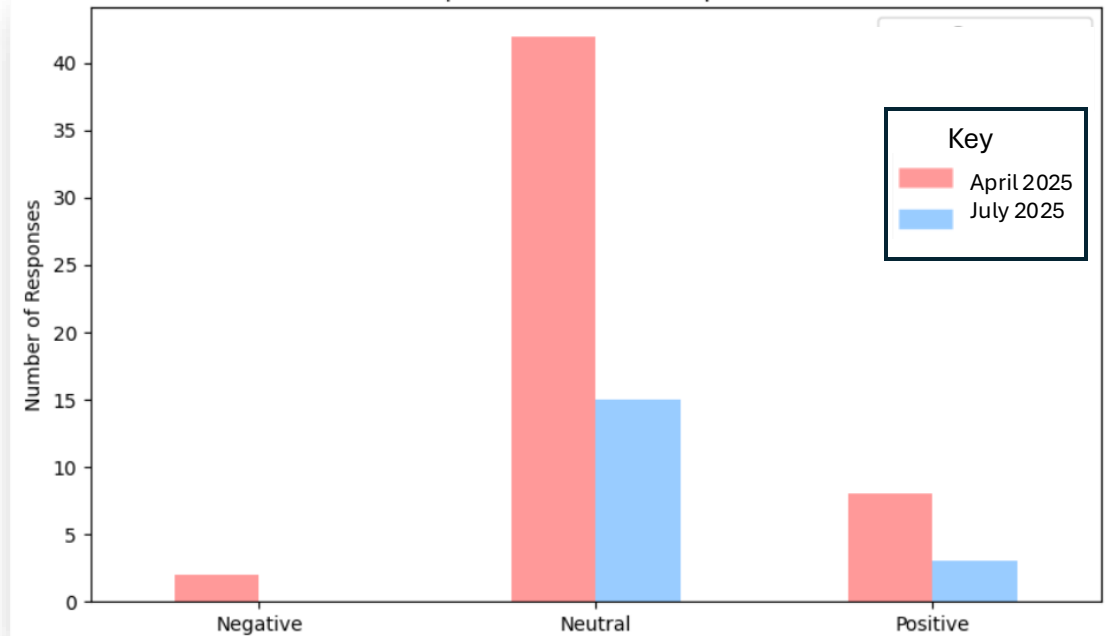
67.4%

Changes in Employee Satisfaction from April to July



Survey questions have evolved to better identify root causes of employee satisfaction. While the format and number of questions differ, both surveys aim to measure the same core themes—support, communication, and engagement.

Employee Sentiment Analysis



What This Shows:

- The **April 2025** responses show a wider spread, with a noticeable cluster of negative sentiments, specifically about Board and Committee support.
- The **July 2025** responses are more centered, with a slight lean toward neutral-to-positive sentiment highlighting positive changes, increased teamwork, and increased Director performance satisfaction.

Key Takeaways:

- April 2025 Survey** respondents expressed more polarized opinions—some very positive, but many strongly negative.
- July 2025 Survey** feedback appears more balanced, though still includes critical feedback.

Lake Management & Treatment 2025



Progress

- **June 10:** Both lakes treated for aquatic weeds covering all areas identified by members. Mechanical harvesting not recommended at this time.
- **July 1:** Follow-up treatment/review. No treatment was applied to Yellow Iris as it was out of bloom – will be addressed in future visits.
- The treatment was reported to be effective, with positive feedback from both the vendor and the Anglers Committee.
- **August** - Follow-up treatment as needed. Any new areas identified beforehand can also be treated during that event
- Herbicides used: **Reward, Clipper, and Aquathol-K.**
- Targeted Yellow Iris treatment plan and optional water sampling will be included in **2026 scope of work.**
- Additional lake assessments will be conducted in the coming months to refine next year's treatment plan.

Carp Removal Project

- Scheduled for **October**. The project will span **two 8-hour days** and cost **\$9,000**. Permit application will be submitted in **August**.

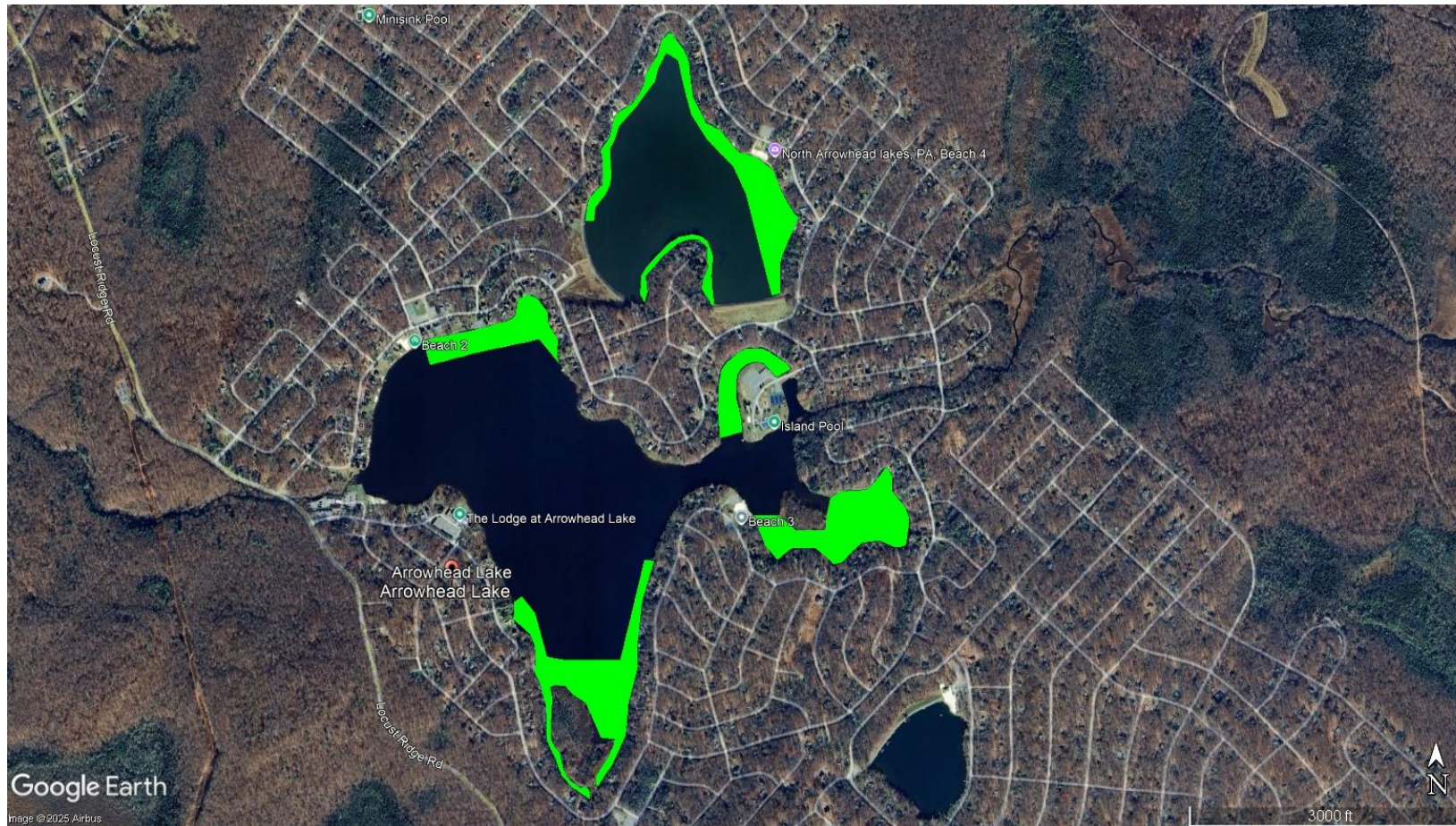
Mechanical Harvesting

- Quotes for mechanical harvesting was **\$2,875/day**, plus a **\$1,300/event** mobilization fee. This does not include costs for dumpsters or debris removal.
- The need for this is not evident at this time.

Next Steps

- Continue monitoring and identifying areas needing treatment before the August visit.
- Review potential additions to the 2026 scope, including Yellow Iris treatment, water sampling, and other targeted vegetation management.

Map of Aquatic Vegetation Treatment Areas





ALCA

2nd Half Outlook

- Roadwork – long term solutions and schedules
- Road – Anti-Dust maintenance – Vendor will be out Wednesday, July 16th to begin.
- Bulk trash disposal options – NorthStar Service Requests available October 2025. Internal process with placing tickets into WM more often to swap out bulk trash container –currently developing will be developed by end of 2025
- Trash Center – Revamp the Hours/Process
 - **DPW Suggested Plan (Not currently in effect):**
 - 8 AM – 10 PM, All Manned Hours, add cameras/access restrictions after hours (chain, gate, etc.). Bulk to remain by appointment but DPW will streamline waiting period and access hours
 - Depending on staff availability & recruiting – will have to add a part time position OR two part time positions for dual trash center & cleaning the lodge, MSB, DPW and bathhouses at night.
 - **Future Plans:** Look to relocate in the future to a more controlled location - refuse/recycling only, gated and fenced off, card access, camera systems to catch violators, etc.
- Leaf and Brush cleanup Options:
 - Leaf Vacuum Truck (obtaining prices for 2026 budget)
 - Woodchipper (obtaining prices for 2026 budget)

Friendly Reminders!

- **Weekly Emails** – find out important member-related information and what is happening in the community for the week
- **Compliance** – mow lawn on regular basis, light pollution
- **Gate Access** – Please register your guests with the QR codes and send our informational [How-To Video](#) to easier gate access
- **Golf Cart and RV's** need to be registered each season, saw a lot of expired stickers over the weekend. Could be a good reminder!

Gate Access How-To Video QR Code



A big thank you to the entire Board of Directors who have supported our new leadership staff. Specifically, thank you to Ray Lewis for putting this Mid-Year Template together so Leadership could provide a detailed Mid-Year Review for the community. Another thank you to Kaitlin Lyman, Jenn Honn and Kevin Duggan for taking a lot of personal time to help onboard leadership staff!

Here's to Building
Better, Together

