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## Hermit Lakes Recreation Inc.

March 7, 2026 - 9:00 AM

Chaffee County Fairgrounds, 10165 County Rd 120, Salida, CO

### Minutes

Board present: Keith Walker, Brady Boyd, Penny Wagner, Jim Brusak, Steve Office  
Members: Michelle Brusak, Steve Rogers (by phone)

1. Meeting - Call to Order Keith Walker 9:00 a.m.
2. Invocation – Jim Brusak
3. Approval of Agenda & Minutes from 02/21/26. Jim moved to approve Keith seconded motion carries.
4. Old Business
  - Dam Project Updates – contact w/Matt Gavin
    - Matt will provide documents to the Board in the next few days. They will then be passed on to Sky Hi Engineering.
    - Research needs to be done into short-term low interest loans for infrastructure repairs.
  - Bylaws Committee
    - Additional proposed amendment was tabled until such time can be reviewed by an attorney, the Board and then back to the committee.
  - Rules and Regulations
    - All remaining proposed changes were reviewed.
    - After discussion, Brady moved to approve all remaining changes. Jim seconded – amendments are carried forward. They will also be reviewed by the attorney.
5. New Business
  - Budget

- Thanks to Michelle Brusak for all her help.
- Revenues were carried over from last year's budget. A formula was inserted at the rate of a 4% increase for this year. Several exceptions included:
  - Salary – required increase for min wage to reflect current \$15.16 p/hr. this year to projected \$15.50 p/hr. in 2027.
  - Vehicle reimbursement will change from \$3000 for two caretakers to \$1800 for one caretaker.
  - Fees & licenses – increased to actual costs from last year.
  - Fish – information will be provided in Fish Committee report.
  - Gas & oil – we're currently under budget this year - \$15K for next year.
  - We are approximately \$3000 over the proposed budget. Adjustments will be made to maintain a balanced budget. Potential reduction in registered agent fees will help.
- Wall Smith Bateman has been notified that they will not be preparing the annual budget this year and will not be attending the annual meeting. WSB will be providing the year end final financial statements. We will ask for those to be provided at least a week before the annual meeting on June 27<sup>th</sup> so they can be available for review to members ahead of time before the annual meeting.
- Any additional proposed projects/costs for the Budget need to be emailed to the Board by March 14<sup>th</sup>.
- Jim made a motion to increase fees below. Brady seconded. So, approved.
  - Member Transfer Fee: \$10 to \$25
  - Membership Name Change fee: \$10 to \$25
  - Membership Purchase fee: \$50 to \$100

We will do a Board email vote for the Budget once accurate numbers are provided and approved based on need and cost of projects provided.

- Grounds Committee
  - A list of current members is needed and also those that have shown interest in being on the committee. Currently: Jeanne Cahill, Alan McDowell, Keith Capps.
  - Steve provided projected estimates to be included in a strategic plan. Bids will be obtained weather permitting and provided to the Board.
    - Cattleguard - \$300 for soil compactor
    - Chinking on office - \$10K - \$63K
    - Barn foundation - \$200K
    - Resecure Barn roofing on the east side- \$4000
    - Septic system riser at the office –
    - Fence repairs - \$1K for lower end
    - Grader repairs - \$3000 (previously approved by the Board)
    - Traveling Mechanic for the Grader- \$2000
    - Barn doors – \$5000 (\$2500 had been paid)

- Oil samples - can be done by a Board member
  - Service for the propane heater in residence –
  - Smoke detectors, CO2 detectors, and Radon Detectors for the residence are being installed.
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- Steve is talking with Henry Wood, Historical Preservation and Native Sun Construction, about the Barn on potential Historical Society funding and repairs.
  - Sky High Engineering will be asked about looking at the Barn foundation.
  - We have multiple members with expertise in these areas. We need to reach out and ask for volunteers that can help with some of these repairs.
  - There's \$15K left in this year's budget to be used for some of these projects.
  - Any safety issues need to be addressed and taken care of immediately.
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- Fish Committee Report – Steve Rogers
  - Proposed Budget
    - \$5000 – forage fish – can only be delivered 1<sup>st</sup> week in April – truck delivery. Use the backhoe to break up ice. Mud may be an issue.
    - \$1500- Snow removal equipment for the quad to increase light penetration – blade, chains, vest, hooks
    - \$5000- winter aeration for lakes 1 & 2- generator or solar can be used
    - \$15000 - trophy 14-16 in fish replacement and stocking
    - Annual award starting this year – volunteer funds - catch and release – replica presented to winner to be hung in the Barn for a year.
    - Williams \$ includes water storage 3 & 5 – can be used for storage and dam repairs. TBD
    - Volunteers are needed to help with sucker mitigation starting in May through June.
  - We're faced with continued new environmental and invasive species challenges. The arrival of the white pelican is forcing change again in the budget. Over 50 percent of our spending will be on aeration and water temperature management equipment, chemicals and drones for pelican harassment and Sucker mitigation.
  - Volunteers are needed all summer as we try and provide a sustainable and quality fishing experience.
  - Two awards were established using all anonymously donated funds. The first, volunteer of the year award had over 100 hours of time and physical efforts setting the bar and were much appreciated. Second, in a continued effort of creating a catch and release culture for trophy Fish. The released big Fish of the year was a 26-inch close to 10lbs Monster Cut Bow. The full-size replica will be presented at the upcoming June meeting and hung in the Barn until June 2027

where this year's trophy will be presented. Entries require a photo of length and girth of the Fish and a pic of it released if possible. The Trout Unlimited chart will be used to determine winner.

- This contest reinforces the narrative that all fish over 18 inches should be released for sucker mitigation, future spawning, and Trophy Fish experience. Thanks, Steve Rogers
- Jim - Motion to approve fish budget and the Fish Committee to submit to the Board proposal for use of Williams funds. Penny seconded. So, moved.

6. Additional items

- A list of questions is needed by March 11<sup>th</sup> for the meeting scheduled with the attorney. Questions will be reviewed by the Board, and determination will be made on which questions will be asked and in what order.
- The Annual Meeting Packet will be emailed and sent by USPS to all members this year. If emailing is successful, electronic delivery will be added to the Articles of Amendment. The cover letter draft will be done by May 1<sup>st</sup>.
- There's one more year for \$500 special assessment. We would need to bring it to the membership to extend it for repairs.

Motion to adjourn – so moved 1:00 p.m.

*Penny Wagner*

Penny Wagner, Secretary