



Hermit Lakes Recreation Inc.

January 17, 2026 - 10:00 AM

Virtual

Minutes

Attendees via Teams: Keith Walker, Brady Boyd, Penny Wagner, Jim Brusak, Steve Office, Terry Morrison

- 1. Meeting - Call to Order – Keith Walker 10:02**
- 2. Approval of Agenda and 12/13 Minutes – Steve motioned Jim seconded so moved.**
- 3. Invocation – Jim Brusak**
- 4. Old Business**
 - a. Dam Repairs Project updates
 - Sky Hi will be the engineering firm for the Dam 4 Project.
 - They will provide a letter of engagement for the design work that will be reviewed by the Board and an attorney prior to working with Matt Galvin on the scope of work. Then, a contractor will be hired for construction.
 - A notice to bid for the construction will be provided to:
 - ✓ Gardner Construction
 - ✓ Mackey Construction
 - ✓ Sky Hi Construction
 - ✓ True Grit Construction
 - ✓ ACA in Buena Vista (did work at Rio Grande Reservoir)
 - ✓ America West (for Dam 2 trenchless technology)
 - Sealed bids will be sent to WSB and opened at a designated date, time and location by the Board.
 - A scoring template will be created for the purpose of contractor selection.
 - Members will be welcome to attend.
 - b. Infrastructure Strategic Plan

- While we have the lakes drained, now is the time to identify all the infrastructure projects that need to be addressed and develop a strategic plan.
- This will involve checking out all culverts, dams, roads, etc.
- Contractors will be asked to provide estimates and bids.
- Priority of projects will be determined by cost and risk assessment.
- The special assessment may need to be extended.
- Loan rates will be researched. One option is <https://cwcb.colorado.gov/funding/water-project-loan-program>

5. Board updates

Keith

- All updates provided during Dam Project discussion.

Jim

- P & L provided for December. Revenues are above what we have planned. Some expenses were higher than what we had budgeted but we're still on budget.
- Some additional expenditures to date include:
 - ✓ \$15,200 water storage (per year)
 - ✓ \$20,000 soil testing
 - ✓ \$10,000 Flume
 - ✓ \$5,000 for barn doors and shed

Steve

- Terry will replace the lights in the barn with LEDs.
- Clarence has provided info for the Historic Society to see about a grant for Barn restoration.
- Finding out costs for culverts and materials will be helpful in determining if we can purchase them all at the same time saving delivery costs, etc.
- Steve will reach out to contractors to get bids on culvert repairs to help determine costs and need for repairs.
- We need to check with Pat McDermott to see what we can/can't do with water and dirt in the creeks.
- Mason Creek – checking on materials to help improve flow.

Brady

- Will check on herbicides that can be used for aquatic use for the willows.

Penny

- Working with a broker to get insurance bids.
- We need to complete a dam questionnaire.

- Provided proposed draft changes for Recreation Committee Manual, Mission Statement, Rules and Regulations, Policy for Infractions and Sanction Notice. These will be reviewed at the next meeting.
- Checking Articles of Amendment, Bylaws and Rules to make sure they all coincide.
- Will work on applying for a Roundtable Grant.

6. New Business

a. By-Laws Review Committee

- The By-laws Review Committee will have their first meeting on Monday at noon.
- Motion to approve Bylaws Review Committee members – Jim motion
Keith second so moved.
David Richards, chair
Brady Boyd, Board liaison
Robin Clutter, Marc Franklin, Joe Godfrey, John Heinecke, Brian Pauley, Matt Thompson

b. 2026 Budget

- There won't be estimates for the Dam Project at this time. Possibly by the annual meeting.
- Special assessment funds will be shown separately as a cash asset and a list of expenditures. It will be separated from the Club budget.
- We should be able to create the budget with a 4% increase without increasing dues.
- Caretaker salary is currently based on two people. Next year will be based on a one-person caretaker salary and a part-time salary.
- Have the 3 special committees come prepared to contribute to the spring budget meeting on March 7th. (Grounds, Recreation and Fish).
- Jim will provide the preliminary budget form to the Board before the next meeting.
- Fish committee will just have the 17% increase.

c. Summer staff

- Terry will check with John to see if he's interested in coming back this summer.
- Keith will provide the job description to the Board.
- Terry will supervise the part-time employee.
- Duties will also include keeping the office clean, receiving fish and gas money, checking water on Terry's days off, keeping comfort stations clean, and other duties as assigned.

d. Summer Projects

- Clean the barn, replace cattleguard, work on corrals behind the barn, thistle removal, willows, burn pit, spillways, shop roof (leaking), targets at

- the gun range 500 – 700 yards. Clean up Mason Creek, new benches (sponsors?) at the flagpole, gate entry fencing, flowerbed, paint the office.
- Make a list of needed supplies and materials and ask for donations.
 - Proposed weekly workday – Saturday mornings.

Meeting adjourned 12:12

Penny Wagner

Penny Wagner, Secretary