# LAUDERDALE LAKES IMPROVEMENT ASSOCIATION

# **Directors Meeting Minutes**

February 19, 2022

# **Meeting called to order:**

President Rich Siok called the meeting to order (via ZOOM) at 9:02 am.

# **Roll Call:**

The following Directors and Officers were present:

Jeff Adams	Debbie Ferrari	Elisabeth Partyka
Greg Bertagna	Don Henderson	Lynette Rullmann
Amber Bixler	Kevin Henderson	Nila Siok
Oscar Cantu	Walker Johnson	Rich Siok
Jim Corcoran	Jane Larsen	Pete Spaulding
Jim Dion	Sue Markus	Dave Stang
Peg Eggert	Sara Nason	

# Minutes:

A motion was made to approve the minutes of the November 13, 2021, Directors Meeting (Debbie Ferrari), seconded (Don Henderson) and approved by the Directors.

# Agenda:

A motion was made to approve today's agenda (Debbie Ferrari), seconded (Walker Johnson) and approved by the Directors.

# **Treasurer's Report:** Rich Siok reported for Herb Sharpless:

- LLIA's Profit and Loss finished strong in 2021 with solid membership and Directory ad sales.
- A motion was made to approve the Treasurer Report (Don Henderson), seconded (Jim Corcoran), and approved by the Directors.

# **COMMITTEE REPORTS**

# **Fish:** Jim "Corky" Corcoran reported:

- Fishapalooza was a success! The event netted about \$4,000. It was very cold and fishing was very slow. The adult contest results were a 20 1/2" walleye, 32.5" pike, and 17 1/2" bass and the kids' division did nearly as well with a 17 1/2" walleye, 31 1/2" pike, and 16" bass.
- Corky said we need a volunteer for next winter's Fishapalooza since he will be spending the winter in the South. Rich suggested we need to get a Committee together soon to be able to pick up this responsibility.

- Crib building will begin again on Wednesday evenings in June. Herb has been helping with gathering logs for this effort.
- In 2022 the DNR should perform their comprehensive Fish Study on our lake, which has been long delayed due to COVID. Corky commented anecdotally that the size and health of our fish population looks much better than 5 years ago, a sign that the decision to stock predator species has achieved the desired effect.
- The Veteran's fishing event on January 29th was enjoyed by the 25 or so Veterans who participated, although fishing was horrible. LLIA donated \$200 for this event. Each Vet enjoyed lunch and a gift bag and Corky suggested LLIA include a contribution to this event in future years. The Directors agreed.

# **Water Quality**: Rich Siok reported for Dave DeAngelis:

- At this time of year there is nothing to report
- Dave will step down as Water Quality Chair at the end of the year, and Mark Curcio will take over in that role. Rich asked for someone with a boat in the water early to assist for the 1st test, which is done as soon as the ice is out.

# **Communications & Membership:** Debbie Ferrari reported:

- The Spring issue of ShoreLines is scheduled to hit the mail in early-May. This issue serves as a membership follow up and is mailed to all Lake District homeowners.
   Debbie reported there are a number of new members submitting pictures and encouraged Directors to submit pictures.
- The 2022 Membership mailing will be done the same as in 2021 with a mailing targeted the second week of March. All homeowners within the Lake District will receive the mailing. The form has been revised to add whether members would like to receive LLIA updates via email.

# **Website**: Kevin Henderson reported:

• Kevin reported he is pursuing ways to take advantage of additional functionality available within our current web service.

# **<u>History:</u>** Rich Siok reported for Kathryn Ingle Calkins:

• On Kathryn's behalf, Rich reminded the Directors that we are always seeking relevant history story ideas.

# **Nominating**: Jim Dion reported:

- Directors are needed for districts 3, 4, 6, 8,18 & 20. Nestor provided a list of members in certain Districts as a starting point for Jim.
- Greg Bertagna and Amber Bixler have been appointed by Rich as Directors.
- Alan Bateman is stepping down as a long time Director and we thank him for his service over many years.
- We need to find ways to engage the next generation, possibly seeing if adult children of current Directors might be interested.

# **Planning & Zoning:** Don Henderson reported:

- Town Newsletter will be mailed to all Town residents in early March.
- Town Election will be April 5, 2022. Town Chairman Frank Taylor and First Side Supervisor Marcia Sahag are incumbent candidates and running unopposed.
- The Town has increased the fees for the four public boat launches beginning in 2022. The single launch fee will be \$5.00 versus \$3.00, and the annual launch pass will be \$30.00 versus \$20.00. Total fees collected during the 2021 Season were \$20,549 with expenses of \$13,149 related to maintaining and improving the four launches. Expenses for 2022 will be greater as the Town will repave the West Shore Boat Launch Ramp driveway and parking area.
- 25 MPH speed limit signs have been installed on roads around the lakes with a high density of homes. If you see an area that you believe needs a sign posted please contact Pat Hoffman.
- The Lauderdale LaGrange Fire Department has made it very easy to obtain a burning permit from your computer or phone. Go to their website at llfd.org, click
   "Community", then "Burning Permit", complete the form and follow the instructions.
- 2021 brought 113 Calls for service for the Fire Department and 235 Calls for service for EMS. This is in comparison to 2020 totals of 66 fire calls and 168 EMS calls. Our department has a total of 36 members, all of whom donate 100% of their time. Of those 36 members, 28 Have some level of Medical Training in addition to Firefighter Training

**Water Safety:** Debbie Ferrari had no news for this time of year.

**Property:** no report

# <u>Unfinished Business</u>

• Rich Siok reiterated that we have money in the Lake Preservation Fund and that we are working to identify more projects that support our mission.

# **New Business**

- Rich asked Don Henderson to report on the proposal to have Directors help distribute the new lakefront address signage for the Towns of LaGrange and Sugar Creek.
  - The Town of LaGrange and The Lauderdale LaGrange Fire Department
    worked together at the request of Lauderdale Lake homeowners to improve
    the response time for emergencies on the water. Currently the LL number
    system that has been in use for probably 70 years is not recognized in the
    County wide emergency data base. All the house numbers on a post in front
    of our properties are in the system.

The Town passed an ordinance requesting riparian homeowners on Lauderdale Lakes place a second Town provided number sign on the lake side

of their property. This will assist people on the lake calling for help to report the number they are closest to and the emergency system will be able to direct the response team where to go.

A letter will be with each sign recommending the best placement of the signs by the water. The property owner will be responsible for installing the sign on the lake side of their property and providing the screws and a post if required. The signs are now available.

A motion was made (Don Henderson) that the LLIA Directors assist the Towns of LaGrange and Sugar Creek by delivering the respective signs to the Riparian Property owners on Lauderdale Lakes. The motion was seconded (Debbie Ferrari) and discussion was held, including the following points:

- Distribution will be challenging due to the size, weight and number (approx 950) of signs to be distributed. They will need to be divided up and organized so it is clear who has responsibility for which signs, probably using a spreadsheet.
- The suggestion of using the LLIA Annual Meeting as a starting point for distribution was made, similar to distribution of the Directories. This will be a larger and more physically bulky distribution so Directors and Members should be notified ahead of time to minimize needing to move signage around more than necessary. Further planning will be needed.

After discussion Rich Siok called for a vote and the motion was unanimously approved by the Directors.

Directors Sue Markus, Liz Partyka and Amber Bixler made a presentation to the
Directors to support the proposal of the LLIA becoming the sponsor organization for
the Wisconsin DNR Healthy Lakes & Rivers Grant Program. Please see the attached
presentation materials for details. There were questions and discussion focused on
the following key points:

Potential costs to the LLIA - very little cost with most significant additional requirement being providing a digital repository for all grant work.

Supporting the program needs over the longer term - Sue, Liz and Amber are committed to meeting the program requirements and have discussed the requirements with several local lake organizations that have been managing this effort. It is estimated that each project would require 5-10 hours of work for the team. All assured them that once you establish your process it is not overly burdensome. Jeff Adams volunteered to help with this program.

How to ensure program success - discussion with other local organizations was very positive. It would be most appropriate to carefully seek a first participant with a small pilot project to help establish processes and could serve as an

example to the community. "Before" and "After" photos would be important to help advertise the program.

A motion was made to have Sue, Liz and Amber move forward with the application to have LLIA become the sponsoring organization for Lauderdale Lakes in the Wisconsin DNR Healthy Lakes & Rivers grant program (Sue Markus), seconded (Rich Siok), and approved by the Directors.

# **LLLMD Update**: Jane Larsen reported:

- A new pier ordinance for Lauderdale Lakes is now in effect (posted on the Town of LaGrange web site).
- There are bids out for a significant project to stabilize the Lake District shoreline property in Don Jean Bay. A grant from the DNR will help fund this project.
- The use of body cameras will be implemented this year for the Water Safety Patrol.
- The company that was proposing a gravel pit in the Town of Sugar Creek (initially denied) has now purchased a farm just north of where the gravel pit was initially proposed.

**KMLT Update**: no report

# Walworth County Lake Association: Jim "Corky" Corcoran reported:

LLIA will sponsor the April 16th meeting at the Community Center

# **Meeting Adjourned:**

A motion was made to adjourn the meeting (Walker Johnson), seconded (Peg Eggert) and approved by the Directors. Rich Siok adjourned the meeting at 11:01 am.

# Next Meeting: Saturday, April 23, 2022, 9:00 a.m. IN PERSON at the Community Center

Respectfully submitted, Debbie Ferrari on behalf of Gary Storandt, Secretary

# Lauderdale Lakes Improvement Association Profit & Loss

# **January through December 2021**

	Jan - Dec 21
Income	
LL Signs Directory Fish Stocking	612 17,825
Fishapalooza Fish Jamboree Fish Stocking - Other	2,962 1,600 8,580
Total Fish Stocking	13,142
Investment Income Dividend Income Gain (Loss) on Investments Interest Income	0 166 937
Total Investment Income	1,103
Membership Dues Lake Preservation Fund Membership Dues - Other	5,120 24,917
Total Membership Dues	30,037
Sales- small items Directory History Books Lake Posters Sales- small items - Other	10 10 351 20
Total Sales- small items	391
Total Income	63,111
Gross Profit	63,111
Expense Fish Crib LL Signs Expense Bank Service Charges Directory expenses Donations Fish Stocking Expense Fishapalooza	625 565 16 10,948 10,000
Fish Stocking Expense - Other	9,627
Total Fish Stocking Expense	9,776
Insurance Directors & Officers Liability Liability Insurance	580 1,674
Total Insurance	2,254
Lake Posters Lake Protection Projects Meeting expenses	278 492
Annual Membership Meeting Director Meetings	995 150
Total Meeting expenses	1,145
Memberships and Conferences Memberships	900
Total Memberships and Conferences	900
Office expenses Picnic & Fish Jamboree Postage and Delivery Printing and Reproduction	600 720 3,166 6,007

01/25/22

# Lauderdale Lakes Improvement Association Profit & Loss

# January through December 2021

	Jan - Dec 21
Professional Fees	
Graphic Design	1,896
Data Updates	1,250
Legal Fees	10
<b>Total Professional Fees</b>	3,156
Web Site	418
Total Expense	51,066
Net Income	12,045



# WISCONSIN HEALTHY LAKES AND RIVERS GRANT PROGRAM

LAUDERDALE LAKES



# HEALTHY LAKES AND RIVERS GRANT PROGRAM OVERVIEW

- WI DNR PROGRAM TO HELP HOMEOWNERS IMPROVE WATER QUALITY
- HOMEOWNERS INSTALL BEST MANAGEMENT PRACTICES (BMP) ON THEIR PROPERTY:
  - FISH STICKS TREE CLUSTERS SUITABLE FOR BAYS OR PROTECTED AREAS
  - 2. NATIVE PLANTINGS AT LEAST 10 FT WIDE AND 350 SF ALONG SHORELINE
  - 3. DIVERSION REDIRECT RUNOFF ON MODERATELY STEEP PATHS WITH CONCENTRATED FLOWS
  - 4. ROCK INFILTRATION CAPTURE WATER FROM ROOF/DRIVEWAY OR USE WITH DIVERSION BMP
  - 5. RAIN GARDENS TYPICALLY 150 600 SF IN A LOW POINT ON THE PROPERTY
- GRANT PROGRAM WILL REIMBURSE UP TO \$1,000 PER BMP INSTALLED













# IMPROVE YOUR SHORELAND PROPERTY

Healthy Lakes & Rivers includes 5 simple and inexpensive best practices that improve habitat and water quality on your shoreland property. Check out the best practices, supporting technical guidance, and other information to install a project on your own. Alternatively, the Wisconsin Department of Natural Resources has competitive Healthy Lakes & Rivers grants for eligible applicants like local units of government, qualified lake or river organizations, and others who can apply for funding on behalf of shoreland property owners.

Learn more about Wisconsin's Healthy Lakes & Rivers >





FACT SHEET SERIES:



# **NATIVE PLANTINGS**







- Range: \$480 \$2400 (average = \$1140)
- · Healthy Lakes & Rivers grant funding available: \$1000 per 350 ft2 area



- · Black plastic or herbicide
- · Native plants
- · Bulb auger or hand trowel
- · Mulch
- · Watering equipment



# POSSIBLY REQUIRED

(if using herbicides in or adjacent to the water's edge) NATIVE PLANTINGS, a transition zone best practice, are template planting plans designed for a contiguous area of at least 350 ft2. Each template has a corresponding list of native plants suited to the given soil conditions and function of the plan, including lakeshore, bird/butterfly habitat, woodland, low-growing, deer resistant, and bare soil area plantings.

# PURPOSE

Native plantings improve wildlife habitat, slow runoff water, and promote natural beauty. Each template described above serves all of these functions to some degree, but one may be better than another given your property's unique site characteristics and areas of concern. For example, the bird/butterfly template includes flowers that attract these types of wildlife.

### **HOW TO BUILD**

It may be necessary to work with your local land and water conservation department or a landscaper to design and/ or install these plantings. Check with your local zoning department to determine if any permits are necessary. Planting specifications and densities follow Wisconsin Biology Technical Note 1: Shoreland Habitat.

Detailed guidance is found here: http://healthylakeswi.com.

### 1. Find a location

350 ft<sup>2</sup> native plantings should begin, if possible, at the typical water's edge (i.e. Ordinary High Water Mark on a lake or the floodplain edge of a river), be at least 10 feet wide - parallel or perpendicular to the shore, and contiguous rather than planted in patches. The final shape and orientation to the water's edge are up to you. Choose an area of turf grass you wish to revert back to a more natural state or an already vegetated area you would like to augment. Try to choose a location in full or partial sun.

### 2. Determine soil type

It's important to understand what type of soil is in the planting location because that will determine which native plants can survive and thrive. The fact sheet links provide tools and guidance to help determine your soil type. Most of the template plans have two plant lists - one for moister soils and one for drier soils.

### PROJECT TIMELINE

SITE PREP 6 WEEKS - 6 MONTHS

INSTALLATION 1-2 DAYS

MAINTENANCE 2 YEARS

PROJECT END Ongoing weeding 3 YEARS may be necessary in

subsequent years



3. Choose your template and design shape

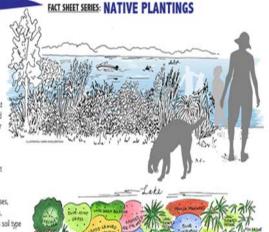
By planning your 350 ft<sup>2</sup> native planting on paper first, you will be able to create the best appearance possible and you will understand how the practice will function and fit into your landscape.

# 4. Choose your plant list

Native plants are used because they are best adapted for our climate and provide ideal habitat for our wildlife. The 350 ft2 native planting templates include a mixture of grasses, sedges, wildflowers, ferns, shrubs, and trees, depending on the desired function and site's soil type (i.e. dry, medium, moist, or wet).

# 5. Lay out the planting

Lay out the shape and boundary of the 350 ft2 native plantings based on your design. Before you start digging, contact http://www.diggershotline.com/.



# 6. Prepare the site

Removing lawn grass is critical to native planting success. The 2 most common ways to do so are with herbicide and black plastic. Black plastic may be preferential to herbicides, especially if you are near the water, which may require a chemical control permit for herbicide use. If you already have some native plants growing, you might consider removing weeds and planting among what is already growing. The designs provided in the fact sheet links assume you are removing lawn grasses and starting from scratch. Site preparation, including controlling invasive species, is eligible for grant funding. Lay mulch or wood fiber blanket down prior to planting. This will conserve moisture and reduce weed growth within the planting area. Wood chips (2 inches deep), straw, or fallen leaves (each 3-4 inches deep) may be used as mulch.

Follow the design specifications by placing your plants in the approximate positions described in the template plan. Step back and look at the 350 ft<sup>1</sup> native planting area. Plants should be placed about 1.5 feet apart from each other. When ready use a hand trowel, bulb planter, or bulb auger drill bit attached to an electric drill to plant them. If grant funded, the 350 ft<sup>2</sup> native planting must be in a contiguous area. In other words, the plants cannot be put into the ground in patches.

### 8. Water and critter-proof the plants

Good water techniques and maintenance are the keys to native planting success. Be ready to water them as soon as they are in the ground and to continue to water them daily for the first few weeks or until the plants are well established. Once plants are established, water only if prolonged dry periods occur. If grant funded, watering is required.

A temporary fence or animal deterrent sprays may be necessary in areas prone to deer browse, rabbits, and other critters. Fencing specifications are found in the 350 ft<sup>2</sup> Native Planting Best Practices Manual. If grant funded, fencing may be required depending on geographic location.

## MAINTAINENCE

- Water the plants a minimum of 1 inch per week and more during dry periods for 1-2 years.
- . Become familiar with weeds and invasive species, in particular, and remove them frequently.
- The standing dead plants may be left in place through the winter for wildlife cover and food and then cut back when new spring growth emerges.
- Native plantings must remain in place according to local zoning specifications if within the vegetation protection area (i.e. buffer).
- The 350 ft<sup>2</sup> native planting must remain in place for 10 years if Healthy Lakes & Rivers grant-funded.

# LINKS

Healthy Lakes & Rivers Website - http://healthylakeswi.com Controlling Runoff and Erosion on Your Waterfront Property: A Guide for Landowners - http://healthylakeswi.com 350 ft<sup>2</sup> Native Planting Best Practices Manual - http://healthylakeswi.com

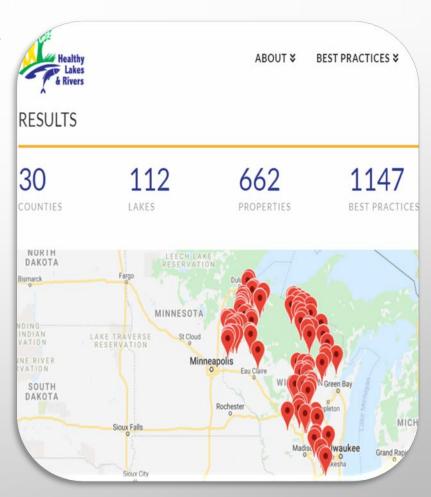
DNR Surface Water Grants - http://dnr.wi.gov/aid/surfacewater.html



For more information contact Patrick Goggin at 715-365-8943 or Patrick Goggin@wisconsin.gov.

# HEALTHY LAKES LOCAL SPONSOR

- LOCAL SPONSOR NEEDS TO SUBMIT GRANT APPLICATIONS ON BEHALF OF HOMEOWNERS
  - COUNTIES, MUNICIPALITIES, LOCAL UNITS OF GOVERNMENT AUTOMATICALLY ELIGIBLE
  - LAKE ASSOCIATIONS NEED TO APPLY TO BECOME AN ELIGIBLE SPONSOR
- A FACILITATOR OR SMALL TEAM WITHIN LLIA WOULD WORK WITH WI DNR AND LAUDERDALE HOMEOWNERS
- OTHER NEARBY SPONSORING ORGANIZATIONS:
  - GENEVA LAKES CONSERVANCY
  - DELAVAN LAKES (SANITARY DISTRICT)
  - WHITEWATER LAKES



# LOCAL SPONSOR RESPONSIBILITIES

- FACILITATOR/TEAM RESPONSIBILITIES
  - INITIAL CONTACT FOR INTERESTED HOMEOWNERS
  - CONDUIT TO WI DNR RESOURCES
  - WORK WITH HOMEOWNERS TO PREPARE GRANT APPLICATION.
  - SUBMIT GRANT APPLICATION ON BEHALF OF LLIA
  - DOCUMENT THE PROCESS
  - MONITOR PROJECTS
  - SUBMIT PROGRESS/COMPLETION REPORT REQUESTS FOR REIMBURSEMENT
- LLIA RESPONSIBILITIES
  - ADD LINE ITEM TO FINANCIAL REPORTING
  - ESTABLISH REPOSITORY FOR DOCUMENTATION
  - AUTHORIZED SIGNATURE ON GRANT APPLICATIONS
  - RECEIVE GRANT FUNDS FROM WI DNR
  - ISSUE REIMBURSEMENTS TO HOMEOWNERS

# NEXT STEPS (IF APPROVED TO PROCEED)

- IDENTIFY PERSON TO HELP COMPLETE ELIGIBILITY APPLICATION
- SUBMIT ELIGIBILITY APPLICATION BY MID-MARCH 2022
- SELECT PILOT PROJECT(S) SUMMER 2022
- BEGIN DOCUMENTATION OF PROCESSES

Save	Print	Clear Data

State of Wisconsin Department of Natural Resources PO Box 7921, 101 S. Webster St. Madison WI 53707-7921

# **Grant Eligibility Application**

Form 8700-380 (8/21)

Page 1 of 3

dnr.wi.gov

Notice: This form is authorized by ss. 23.0955, 30.92, 281.68 and 281.69 Wis. Stats and NR 193. You must complete this form in order to apply for or receive financial assistance from the Department of Natural Resources under ss. 23.096, 30.92, 281.68, 281.69, 281.70 and 281.72, Wis. Stats. Failure to complete this form may result in denial of financial assistance. Personally, identifiable information will be used to administer the grant and will not be used for other purposes. However, copies are available under Wisconsin's Public Records law [ss. 19.31 - 19.39] Wis. Stats.

This application is to be used to identify qualified surface water management organizations, qualified lake associations, qualified river management organizations or nonprofit conservation organizations seeking state financial assistance. Its purpose is to establish that an organization meets the qualifications established under NR193, section 30.92(1)(br), 281.68(1)(b), or 281.70 Wis. Stats. This must precede an application for state program grant funds.

Submit a completed copy of this checklist along with a copy of the association's by-laws and articles of incorporation. The DNR will send your organization a certification letter if it qualifies. Once you have received your certification letter, you do not need to re-submit this application with subsequent grant requests. However, the DNR does reserve the right to request that you resubmit a grant elioibility application at any time.

eligibility application at any time.			
Organization Name			
Name of Official Contact Person for Organization	Title		
E-mail Address			_
Organization Address	City	State ZIP Code	
Grant Program of Interest (Select all that apply)			
Surface Water Grants (NR 193) Stewardship Gran	tts (NR.51) Recreational Boating F	acilities ( <u>NR.7</u> )	
1. Is the organization incorporated under chapter 181, Wis Stats.?	Yes No Date of Incorporation:		
2. Is the organization certified by the IRS as $501(c)(3)$ tax exempt?	Yes No Date of Certification:		
3. Is the organization membership-based? Yes No			
<ul> <li>a. Is organization membership open to an individual who, for a one (1) mile of the waterbody for which the association was</li> </ul>		thin OYes ON	io
b. Is organization membership open to an individual who owns real estate on or within one (1) mile of the waterbody for which the association was formed?			io
c. Are there any limitations on the right of any member or class of members to vote? OYes ONo			
d. List or attach schedule of membership fees:			
e. Current number of paid organization members:			
4. As stated in the organization's articles of incorporation or by-law (select all that apply):	rs, a substantial purpose of the organization is	s to	
a. Support the protection or improvement of one or more inland	d lakes for the benefit of the general public.	○Yes ○No	
Source:	Page Reference:		
b. Support the protection or improvement of one or more rivers	for the benefit of the general public. Yes	No	
Source:	Page Reference:		

# **Grant Eligibility Application**

Form 8700-380 (8/21)

Page 2 of 3

c. Acquire lan	d for conservation purposes. Yes No		
Source:			Page Reference:
5. Please attach t	the following to your application:		
a. A copy of the	he IRS determination letter confirming organization's ta	x-exempt status.	
b. A copy of th	he organization's by-laws.		
c. A copy of th	he organization's articles of incorporation.		
	d. Provide a statement that demonstrates that past actions of the organization have supported the substantial purpose of the organization identified in question #4 above.		
Certification			
Typed or Printed I	Name	Title	
true and correct.	Authorized Representative Date Signer	e best of my knowle	edge the information in this application is
DNR Use Only			
Qualifies for:	Surface Water Grants Stewardship Grants		Recreational Boating Facilities
Approved by:		Di	ate:
	Surface Water Grant Project Manager		
Approved by:		Dr	ate:
Apploted by:	Recreation Boating Facilities Program Manager		
Assessed but		D	ala.
Approved by:	Knowles-Nelson Stewardship Program Manager		ate:

# GRANT CYCLE ONCE PROCESS IS ESTABLISHED

Spring / Summer	Work with homeowners to prepare grant application
By Sep 2 <sup>nd</sup>	Grant pre-application submitted
	WI DNR biologist provides feedback to help complete grant application
By Nov 1 <sup>st</sup>	Grant application submitted
Feb 15 <sup>th</sup> (approximate)	WI DNR communicates if grant application approved
March - December Homeowner has 3-year window to complete the project	Homeowner completes project
By June 30 <sup>th</sup>	Submit grant payment request with documentation
	WI DNR sends approved reimbursement to LLIA
	LLIA issues reimbursement to homeowner

# PROGRAM MAINTENANCE

- DOCUMENT/REVIEW/IMPROVE OUR PROCESSES
- PROMOTE/DRIVE AWARENESS AMONG ALL LLIA HOMEOWNERS
- RECRUIT/CROSS-TRAIN ADDITIONAL TEAM MEMBERS
- TRACK PROGRESS
- MAINTAIN DOCUMENTATION



# QUESTIONS?

FOR MORE INFORMATION, VISIT THE HEALTHY LAKES WEBSITE AT:

HTTPS://HEALTHYLAKESWI.COM/

