

MINUTES
MEETING OF BOARD OF DIRECTORS
THREE LAKES COUNCIL
December 11, 2025

The Board of Directors of the Three Lakes Council met via Zoom on December 11, 2025. President Janet Andersen called the meeting to order at 7:35 pm and thanked everyone for attending during this busy season.

Present were:

Janet Andersen, President
Judy Hausman, Secretary, Lake Waccabuc Association
Ellen Bailey, Perch Bay Association, Membership chair
Linda Broudy, Waccabuc Landowners Council
Kevin Karl, Lake Oscaleta Association, Long Pond Preserve Trail Steward
Jean Lewis, At-large
Paul Lewis, Two Lake Club

Information only updates:

- The Waccabuc Country Club article 78 was dismissed on Oct.8, 2025.
- The EOHWC is proceeding with the Long Pond Preserve single stream remediation based on the “backstop” 3LC has offered, as approved by the board in September. The project is back on active status.

Oscaleta culvert replacement status: The Town hopes to hold a community update in late March. The meeting date should be finalized in January.

Marketing Project:

Logo update:

This was the primary reason for the meeting, as the logo contest has tight deadlines. Jan Andersen explained that our current logo is difficult to reproduce and is very light when reproduced in black and white. With the help of a neighbor’s donation and participation, we now have new logo design choices. These were provided through “99designs” – a logo contest which cost \$299. The board discussed several options and coalesced on one design, although they requested new colors to be used in the design. The board liked showing all three lakes in their entirety with the channels that connect them. The board also wanted a design and colors which would read well in black and white. Jan will go back to the designer with a request for the design to be updated with new color suggestions and will share the results with the board.

Customer Management System (CRM):

We are proceeding with the CRM, Little Green Light (LGL), which costs about \$500 a year. The goal is to make it easier to update address changes and stay in touch with our members. The board discussed that this allows us to update some of the ways we communicate with donors.

Acknowledgements to donors:

Because our longtime printer has retired, we will need to re-think our donation mailing and acknowledgement process and research other printers. With LGL, email is a new option for acknowledgements. The board reached a consensus to offer a choice of either email or card acknowledgement in the next membership mailing. Jan will continue to write personal letters to donors of \$1000 or more.

Other marketing suggestions:

Jan Andersen said that suggestions included posting monthly photos of seasonal moments and of board members and volunteers. Board members may be contacted for photos!

Sewer and Septic Update:

Jan Andersen alerted us that Supervisor Gonsalves will likely update the community at the upcoming Town Board meeting. The Lake Kitchawan project-will have 133 homes retrofitted with phosphorus-reducing septic systems. That project continues to move forward towards a community vote for approval.

The Town is waiting for a grant decision to see if it will get funds for the \$49M sewer system for the Three Lakes and Truesdale. Some of the current grant money must be taken by March, which means if we don't get this grant we cannot wait and re-apply for new grants. To be ready in the event we don't get the sewer funding, engineers will evaluate the possibility of enhanced septic systems for 600 homes versus a sewer district for 300 homes. They should produce an assessment comparing the amount of phosphorous that would be eliminated in the two options. South Shore may need a community septic system if the sewer is not funded. The septic option also has lower annual homeowner costs of about \$720 with electric vs \$1450 for the sewer. About \$30M is known to be available for septic systems improvements without any additional grant applications. The board expressed an interest in bringing in speakers to tell the community more about these options.

Channel and Beaver update:

A winter cache at the Oscaleta end of the channel has nearly closed it off to boat traffic. We expect to need to hire Cooney to clean it out in the spring. We have typically carried \$10K in the budget line for this work; in the recommended budget for 2026, \$20K is allocated so that both spring and fall work can be covered if needed. Jan noted that we did not spend the budgeted \$10K in 2025.

Financial:

Jan reviewed the 2025 statement of activity to date and the 2026 budget items. On a motion from Kevin Karl and a second by Jean Lewis, the board approved the 2026 budget.

Next meeting: Scheduled for January 15, 2026.

Adjournment: Wishing everyone happy holidays, Ellen Bailey moved and Linda Broudy seconded that the meeting be adjourned at 8:33 pm.

3LC Annual Budget - Board meeting December 11, 2025

	2024 Actual	2025 Budget	2025 YTD	2026 Budget	Notes
Income			12/5/2025		
Membership & Donations	\$ 55,822	\$ 40,000	\$ 60,328	\$ 40,000	
Investment income	\$ 6,016	\$ 7,000	\$ 8,759	\$ 8,000	sweep account
Expenses					
Lake Studies					
CSLAP	\$ 2,400	\$ 2,400	\$ 2,400	\$ 2,400	fees, 8 samples / lake
NYSFOLA Membership Dues	\$ 250	\$ 250	\$ 250	\$ 250	
Lake Consultant Goop/Zoop	\$ 1,347	\$ 1,800		\$ 1,800	annual sampling
Water Testing (Non-CSLAP)	\$ 1,369	\$ 3,000	\$ 752	\$ 3,000	shoulder season sampling
Implementation of Watershed Plan*		\$ 2,000		\$ 2,000	Shoreline planting, basin inserts?
Equipment & standards*		\$ 1,000		\$ 1,000	testprobe / calibration standards
Stewardship (3 Lakes Only)					
Fish Stocking		\$ 1,500		\$ 1,500	
Goose & Beaver Control		\$ 500		\$ 500	
Waccabuc Dam*		\$ 500		\$ 500	
Channel tree removal	\$ 3,200	\$ 10,000		\$ 20,000	spring & hold for fall clean-up
Boat Stickers	\$ 41	\$ 30		\$ 35	stamps
Petruccelli*		\$ 10,000		\$ 10,000	In case land is offered for sale
Septic studies actions	\$ 105	\$ 4,000	\$ 264	\$ 4,000	Sewer district outreach
Stewardship (Long Pond Only)					
Long Pond Preserve Stewardship	\$ 3,288	\$ 5,000		\$ 5,000	mowing / trees
Long Pond Preserve Security		\$ 7,500		\$ 7,500	police patrol placeholder
Long Pond EOH legal		\$ 25,000		\$ 25,000	backstop commitment
Invasive Species					
Invasive Species Monitoring	\$ 8,737	\$ 10,000	\$ 5,204	\$ 10,000	plant survey - report billed in 2026
Education & Outreach					
Annual Meeting Potluck	\$ 1,878	\$ 2,500	\$ 2,005	\$ 2,500	
Newsletter / Stewardship Mailings	\$ 2,253	\$ 3,000	\$ 2,364	\$ 3,500	newsletter & postage increasing
Website	\$ 12	\$ 1,100	\$ 1,035	\$ 50	3 year billing cycle
Professional Conf/Meetings*					
Educational Seminars*		\$ 1,000		\$ 1,000	Pay speaker(s)?
Marketing plan		\$ 2,000	\$ 785	\$ 2,000	added 9/18/25 - CRM & logo
Overhead/Administrative Expenses					
Insurance	\$ 6,313	\$ 7,000	\$ 6,516	\$ 7,500	Increasing costs for liability
Taxes/Fees	\$ 573	\$ 800	\$ 591	\$ 900	Real estate, NYS Charities, PO Box
Admin-Printing/Membership/ Fundraising	\$ 2,475	\$ 2,500	\$ 2,411	\$ 3,000	May & November appeals
Software (Quickbooks/Zoom)	\$ 145	\$ 85	\$ 340	\$ 300	Zoom & TBD software
Bank Fees	\$ 319	\$ 360	\$ 573	\$ 1,000	M&T sweep @ 75/mo & Benevity Fees
Contingency		\$ 1,000		\$ 1,000	Contingency
TOTAL EXPENSES	\$ 34,704	\$ 105,825	\$ 25,491	\$ 117,235	
Income - Total Expenses	\$ 27,133	\$ (58,825)	\$ 43,596	\$ (69,235)	
* Denotes "soft items" - managed depending on organization resources and volunteers					
costs to operate (ins, news, annl mtg, fees)	\$ 9,228	\$ 10,745	\$ 10,026	\$ 12,200	
w/ fundraising	\$ 11,703	\$ 13,245	\$ 12,437	\$ 15,200	