

LAKE CHAFFEE IMPROVEMENT ASSOCIATION INC
DIRECTORS MEETING
WEDNESDAY NOVEMBER 14, 2007
6:30 PM -- CHAFFEE HALL

President Chris German called the meeting to order at 6:40 p.m.

In attendance: Chris German, Gerry Dufresne, Laurie Layton, Bob Layton, Debbie Coulombe (A), Sandy Moquin, Eugenie Bagley (A), Mary Michaud, Tom Martin, Diana Murray, and Jay Schroder and Steve Donnell

SECRETARY'S MINUTES

- ◆ For the regular board meeting of October 10, 2007 were approved as amended with a motion from Bob Layton and a second from Gerry Dufresne and 2 abstentions.
- ◆ For the special board meeting of November 1, 2007 were also approved as amended with Bob Layton motioning and Gerry Dufresne seconding.

TREASURER'S REPORT

- ◆ Mary Michaud reported that she had put the \$15,000 into an interest bearing CD 4.69% for 6 months
- ◆ \$1406.51 was made from the bazaar held on 11/10/07. "Best ever"
- ◆ Total on hand as of 11/14 is \$39,807.44
- ◆ 31 people have not paid annual taxes and 12 liens will be going out on 11/19/07
- ◆ Tom motioned and Bob seconded and the Treasures Report (see attached) was accepted

BINGO COMMITTEE

- ◆ Jack Pirzl reported attendance slightly down last week to 34 from 44
- ◆ Income for the month of October was \$1100
- ◆ Still needs workers for floor-must be over 18
- ◆ Kay Warren presented report on kitchen upgrades-see attached
 - She passed her exam
 - It was moved by Gerry Dufresne and seconded by Tom Martin to reimburse her for the \$145 exam fee and the \$6.00 parking fee-motion passed
 - Due to possibility of going over budget, it was discussed that the board may have to draft a formal proposal requesting a loan (to be repaid from kitchen-generated income) or grant from the bazaar committee.
- ◆ The hall cleaning has been done by Sandy Moquin; the floor remains in need of mopping

BEACH COMMITTEE

- ◆ Jay Schroder reported the silt fence has been installed and is waiting for inspection so he can proceed with the sand exchange. Inspection is supposed to be done this week and he hopes to do the work this weekend.
- ◆ Laura Koropatkin was complimented on the rototilling and clearing of mothers beach

CONSTABLE'S REPORT

- ◆ Gerry Dufresne reported that Halloween was uneventful-no property damage
- ◆ Still has been unable to catch ATV offender

ROAD CHAIRMAN

- ◆ Gerry Dufresne reported Joe Hipsky will be grading the roads before the ground freezes
- ◆ Jay Schroder did obtain his insurance policy

- ◆ roads to be patched and graded are Pine Hill, Maple Dr, Union and Ashford

ENVIRONMENTAL CHAIRMAN

- ◆ Diana Murray reported that the grass carp may not be a good solution to weed problems
- ◆ Letters will be going out to homeowners with drainage going into lake via PVC pipe, culverts etc
- ◆ The need for limited dredging, particularly the boat-launch cove and NE corner was discussed. Diana will prepare a more specific recommendation and advise the board as to the required permits, disposal of the removed materials, etc. at the next board meeting.

NEWLETTER COMMITTEE

- ◆ Kay Warren reported that the newsletter is due to go out the week after Thanksgiving

FINANCE COMMITTEE

- ◆ Eugenie Bagley reported a computer has been donated and readied for lake use
- ◆ Mary Michaud indicated she probably will not make use of them initially due to time constraints

VOLUNTEER COMMITTEE

- ◆ Stephen Donnell had nothing to report at this time.

STRATEGIC PLANNING COMMITTEE

- ◆ Stephen Donnell reported that it is still evolving.

SOCIAL COMMITTEE

- ◆ Chris German reported for Linda Smith that block party was huge success-thanked Tom & Elaine Burns, Sandra Moquin, Karen Holmes, Linda Smith and Eugenie Bagley and Beverly German for the success. Approximately 130 people attended.
- ◆ Possibility of an ice-skating party and New Years Eve Party at Pirzl Hall were discussed.

FUNDRAISING COMMITTEE

- ◆ Sandra Moquin reported that there were no plans for tag sales or fund raising events at this time

CORRESPONDANCE

- ◆ Letters were received by Laurie Layton, as secretary, from Pauline Backhaus and from Kay Warren.(see two attached letters) and were read to the board.
- ◆ Sandra Moquin removed herself from the meeting.
- ◆ Bob Layton moved that the board adjourn to Executive Session, seconded by Stephen Donnell and unanimously passed by the board.
- ◆ Board adjourned to Executive session at 9:10 p.m.
- ◆ Executive Session ended at 9:40 p.m.

OLD BUSINESS

- ◆ Remainder of meeting agenda including the proposed Home Business Ordinance, was postponed until the next regularly scheduled board meeting.

NEW BUSINESS

- ◆ Remainder of meeting agenda was postponed until the next regularly scheduled board meeting.

Meeting was adjourned at 9:45pm

Respectfully submitted, Laurie Layton-secretary

BAZAAR REPORT

BAZAAR INCOME	
KITCHEN	\$ 85.00**
RAFFLE	1,801.00
BAKE SALE	142.00
TABLE RENTALS	55.00
TOTAL	\$ 2,083.00
BAZAAR EXPENSES	
RAFFLE PRIZES	\$ 497.49
RAFFLE PERMIT	20.00
RAFFLE TICKETS	159.00
TOTAL EXPENSE	\$ 676.49
NET PROFIT	\$ 1,406.51
FUND RAISER-SALE OF SWEATSHIRTS	\$ 170.00**

**Not collected as of November 14, 2007

J. and R. Raese

**Treasurer's Report
INCOME**

	Actual As of 11/14/07	Treasurer Approved 2007-2008		
Association Taxes	\$ 24,356.25	\$ 30,000.00		
Past Due Assoc. Taxes	1,400.00 **	3,196.43		
Penalties	485.18 **	1,000.00		
Interest	20.09	300.00		
Donations	313.75	500.00		
Rentals	0.00	600.00		
Bingo-Kitchen (\$206.33)	1,872.41	5,000.00		
Sealed Tickets	373.02	800.00		
LCIA Fundraisers	70.00	400.00		
Fish Donations	0.00	300.00		
LCIA Fund (Bazaar)	1,998.00	1000.00		
Newsletter (Ads)	0.00	500.00		
Road Bond Money	0.00	500.00		
Web Site	0.00	0.00		
Total Income	\$ 30,888.70	\$44,096.43		
EXPENSES	Actual 11/14/07			
Building Maintenance	\$ 476.28	\$ 2,750.00		
Utilities	451.89	5000.00		
Office Expenses	349.78	1000.00		
Postage	123.95	250.00		
Road Maintenance	1,193.51	21,399.93*		
Insurance	0.00	9,400.00		
Honorariums	0.00	0.00		
Contingency	0.00	400.00		
Audit	0.00	0.00		
Legal	0.00	1000.00		
Recreation	0.00	300.00		
Beach Maintenance	275.70	1500.00		
Lake Maintenance	120.00	500.00		
LCIA Fund	0.00	500.00		
Lake Maint. Fund	0.00	500.00		
Fish Fund	0.00	200.00		
Return Road Bond	0.00	500.00		
Newsletter	0.00	300.00		
Web Site	0.00	36.00		
Kitchen Improvement	1,417.13	2,446.43**		
Total Expense	\$ 4,408.24	\$ 47,982.36		
	As of 11/14/07			
Starting Balance	\$ 13,326.98		Funds as of	11/14/07
Income to date	30,888.70		Lake Maint. M.M.I>	\$ 3,070.22
Total	44,215.68		Lake Maint. C.D	15,000.00
Expenses to date	\$ 4,408.24		LCIA BAZAAR	4,274.13
Income/Expenses Total	\$ 39,807.44		Recreation	514.65
			Totals	\$22,859.00
FUNDS AS OF	11/14/07			
Checking	\$ 1,574.29		TAX	
Savings	38,233.15		ASSESSMENT	
Total on Hand	\$39,807.44		\$125.00	

*Please Note: \$4,985.93 was allocated on June 24, 2007 Annual Meeting for roads upgrade and aggregate. Paid \$1193.51 to Hipsky for July, 2007 Grading. Balance to be applied to this year road budget is \$3792.42. **All Past due Taxes and Penalties is to be allocated to Kitchen Improvement. Approved at Budget Meeting.

15-

31 per not paid

12 Reins - 11/19 -

\$ 3,702.01
41000 still not paid

**RECAP FROM October 10, 2007 THRU November 14, 2007
INCOME**

10/15/07	INTEREST ON CHECKING	.27
10/15/07	INTEREST ON SAVINGS	9.65
10/16/07	PAST DUE TAXES –	207.71
10/31/07	SEPT BINGO DONATION	905.56
10/31/07	SEPT KITCHEN DONATION	34.34
10/31/07	SEPT SEALED TICKETS	153.25
11/03/07	PAST DUE TAXES – FROM SHERIFF ZACKOWSKI	52.18
11/14/07	TAXES	11,606.25
11/14/07	BAZAAR FUND (RAFFLE)	888.00
	Bake Sale	142.00
	Table Rentals	55.00
11/14/07	DONATION	183.75
TOTAL INCOME		14,237.96

EXPENSES

10/11/07	Gerald E Dufresne Supplies for Building	16.28
10/15/07	Hipsky Construction Work of July 10, 2007	1193.51
10/15/07	Mary E Michaud Postage and copying for Aug, Sept and Oct	6.47
10/17/07	CL&P	102.65
10/17/07	AT&T	37.46
10/29/07	Stafford Savings Bank Lost Key for Safety Deposit Box	15.00
10/29/07	Trinket Septic System	230.00
10/30/07	Town of Ashford – Lien Release on Bickford	10.00
10/30/07	Jeffrey Schroeder – Beach Permit to Wetland Commission	90.00
11/09/07	Gillette Restaurant Equipment	168.13
TOTAL EXPENSES		1869.90

Financial Progress Report
for
LCIA KITCHEN
November 14, 2007

I met with the health inspector on Nov. 6 to obtain a temporary food permit for the bazaar. It went well with a few suggestions from the inspector. One was that we use bottled water for the coffee and anything that we needed to drink or add into food as the 1st water test showed a high content of lead. Diana took another test following the instructions from the health inspector for a first draw and second draw. The test came back on Friday, the 9th with a clean bill of health with .001 of lead in the water. State passing is .015. There is no bacteria or e-coli in our water. The first test was for nitrates and potability with lead added on at the last minute. The second test was for lead only.

I passed my examination for a Food Operations Manager and expect to receive my certificate any day now. Hartford mailed them on Friday according to the girl in the office. For the other kitchen workers I will hold a class in the future at the hall for them so they will be allowed to work in the kitchen.

I called 2 plumbers and 2 electricians for bids. I have only heard back from 1 plumber which is Kawalec Plumbing and Heating from Tolland for \$1,650. I expect to hear from the rest on Wednesday. The health inspector needs to meet with whatever plumber we choose to check the water drainage pipes for size. These may have to be changed. The bids were for extending the pipes from under the main sink to the 3-bay sink, the handwashing sink and the mop sink—and installing all three. The bids for the electrical were for (1) changing the 220 line for the stove to the other side of the wall by the utility closet; (2) remove the electrical heater unit from the wall where the 3-bay sink is being placed; installing a light in the utility closet as that is where we will house all the chemicals, paper towels, toilet paper, and the mop sink (\$20.00?), along with the brooms and mops; and splitting one of the lines (I believe it is #11) so that all the appliances can be run with the plugs on that side of the wall; and replacing all the light fixtures in the kitchen ceiling as they are old and they can't get covers for them anymore at approximately \$50.00 per light (\$400.00).

We will need 8 sheets (4 x 8) of the ~~PCB~~ board for approx. \$25.00 per sheet (\$200.00.) This will be better than cleaning and regrouting the tile that is there plus it will give the kitchen an uplift on the walls.

A handwashing sink needs to be installed in the corner, or near the corner, just past the 3-bay sink. The cost of the sink is approximately \$139.00 new; \$85.00 used.

I had to put most of my time studying for the test and I haven't had a chance to go check out the countertops as yet. That will probably have to wait until after Thanksgiving.

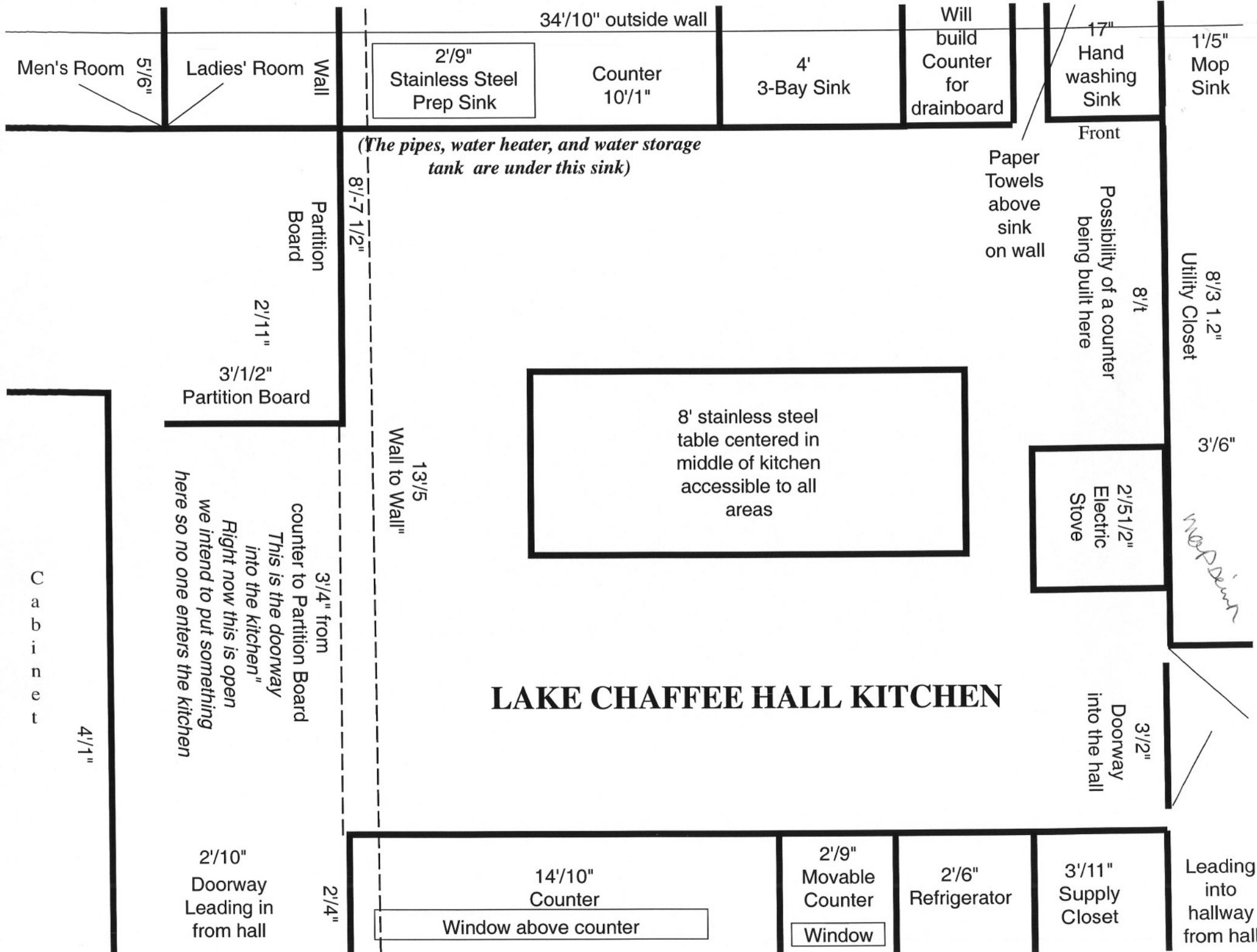
I did purchase a set of stainless steel knives, an immersible thermometer, a used bus bucket, a vegetable cutting board, and the faucet for the 3-bay sink so there would be any hold-up when the plumber was ready to hook up; 2 boxes of rubber gloves (1 med/1 large); a new basket strainer for the sink that is there now; a stainless steel tongs; sani-tabs for sterilizing the utensils, countertops and table; and a used stainless steel, long-handled spoon for \$168.13.

Attached is a copy of the new layout for the kitchen. The utility closet needs to be cleaned out as we cannot have all the things in there that are there now. I do want to keep the shelving but that needs to be put on the other wall.

Kawalec Plumbing and Heating (Tolland)		\$1,650.00
	(depending on the size of pipe in kitchen)	
8 sheets of PCV board @ \$25.00 each		\$ 200.00
Handwashing sink	New	\$139.00
	Used	\$ 85.00
Mop Sink	Stand-up	\$ 20.00?
	(may have to build a stand for it to be put on)	
8 new ceiling lights @ approx. \$50.00 each		\$400.00
		(This should be included in the electrical bids)

This is all that I have so far. There was no fee for the temporary permit from the state for the bazaar but there will be one for the permanent permit whenever that will be plus the permit from the town for the renovations. I cannot do anything yet until the state issues ok's the new layout and the renovations.

Kay M. Warren



Quote from GAGNE ELECTRIC November 14, 2007

by phone to Kay M. Warren

1.	Relocate range circuit to south wall and put stove on its own line	\$350.00
2.	Install 3 additional 20 amp circuits Microwave, coffeepot, grill	150.00
3.	Replace the 7 overhead lights with new lights (Florescent wrap around) 2 tubes each Cost of fixtures and tubes	350.00
4.	Take out old lights and put in new (labor, approx.)	150.00
5.	Install light and light switch in utility closet	75.00
6.	Remove electric heater/wires that would be under 3-bay sink (maybe cheaper)	50.00
7.	Pull town permit for electrical work	<u>15.00</u>

TOTAL

\$1,140.00

Perimeter 1650

Municipality

Pauline Backhaus
4 Perch Dr.
Ashford, CT 06278

Oct 22, 2007

Lake Chaffee Improvement Association
Board of Directors
P.O. BOX 231
Ashford, CT 06278

To the LCIA Board of Directors:

I want the LCIA Board of Directors to know that our president, Capt Chris German, handled himself in the most unprofessional manner at the monthly board meeting of Oct 9, 2007. I was appalled at the way he screamed and yelled at me while pointing his finger because he did not like or want to hear what I was saying. This was a legal meeting and as president (one who presides) should have handled himself in a more professional and respectful way. He referred to me, and the other association members I was sitting with, as the "peanut gallery." Is this the way this new president thinks of the members of the association? If Mr. German wants to earn the respect of the association members **he works for**, this is not the way he should be talking to them. **As president, it is his responsibility to listen to the association members.**

I have lived here at Lake Chaffee for 46 years and have been actively involved on and off over the years on the Board of Directors. I have volunteered so much of my time because I truly care about our community.

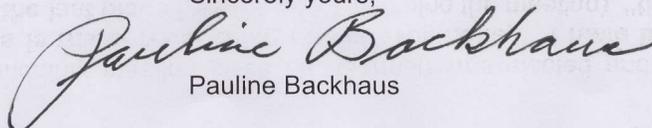
I have been to every monthly meeting since Mr. German was elected and I have heard him make comments such as "**this is the sorriest thing I have ever done,**" "**I have been in hell since taking this position,**" "**this is the last place I want to be**" (meaning the meeting), "**the last thing I want to do is talk to the board members.**" He has challenged the board members to take measures to impeach him. I do not think he believes in our municipality and treats it as such. He has gone ahead and done things **without board approval**, such as shutting down the hall kitchen, (he didn't even have enough respect to come to the Bingo committee or the board of directors to say, hey we have a problem, what should, and can, we do about it; he went directly to the board of health and had it shut down. That was within his first week of presidency). He also granted an association member (his buddy) permission (**again without board approval**) to bring in large trucks and equipment onto our beach without posting the required \$500.00 bond in case there was any kind of mishap. This association member used my name when asked as the individual who granted him permission in the past when he needed access from the beach to do some work on his property. When I tried to defend myself against these allegations, this is when Mr. German did not want to listen or hear what I had to say and proceeded to yell and scream at me and that he **was tired of hearing from the peanut gallery.**

I do not believe Mr. German is taking the office of presidency serious enough or that he really wants the position. If this is how he is going to talk to the association members, make the kind of comments he is making, go ahead and do things without board approval, do we really want him to preside over our community. As I said before, I have lived in this community a long time and have never felt compelled to write a letter such as this. **SOMETHING IS NOT RIGHT HERE!!!**

Mr. German should hold a special meeting and resign if he does not want to hold this position. In my opinion he is only continuing with this now because he feels obligated to those that voted him in, that is not a good enough reason, **he must want to do what is right for the whole community.**

I am charging the Board of Directors with the responsibility of ensuring that our president, "Capt Chris German," acts with integrity and professionalism that goes along with the word "president," that he get the board approval that is required when making decisions and that he treat all the **association members he works for with respect.**

Sincerely yours,


Pauline Backhaus

Kay M. Warren
31 Amidon Drive
Ashford, CT 06278-2004
860-487-3744

November 8, 2007

Lake Chaffee Board of Directors
c/o Laurie Layton
Lakeview Drive
Lake Chaffee, Connecticut

Dear Board members:

After I came home from the special meeting that you had called for Oct. 29, 2007 I felt that no matter who says what, or where, our president, Capt. Chris German, will never listen to anyone who goes against what he believes. I don't blame Laurie at all for not posting the agenda as our infamous "captain" could have had anyone post that agenda if he was more in tune to what was happening with the Layton's family emergency. I would even have posted it if I had known sooner.

But this is just still a part of the roller coaster ride that some of the association members have been going through since July. I have been called a "gestapo" by President Chris, Rich Rodrigue has been called a "nazi" by President Chris because we speak up and question why he is not following the covenant, by-laws, and ordinances of the lake.

He has called we people sitting on the sidelines at a meeting the "peanut gallery!" When he mentioned Pauline Backhaus' name in an untruth he was telling the board, Pauline came to defend herself by wanting to tell how it really happened when Capt. Chris (President) started to yell and scream at her to be quiet. Is this what the Board allows? When I came to Pauline's defense he said for us to "be quiet or he would remove us from the hall!" Again, he forgot his professionalism as a president. He has by-passed me for the kitchen report.

I have been helping/working for this Association since I bought my home in 1976. I was one of the original starters of the Lake Chaffee bingo and volunteering wherever I could help through the years such as president, vice president, secretary and board member. Pauline and her husband, Bill; Jack and his wife Liz; Irma Burrill, the Zawadzkas', to name a few, also were major contributors through the years. Jerry, Tom, and Debbie probably have as much, or more, experience than myself. Not at any time during these years have any of us ever been treated like we are being treated by President Capt. Chris. I'm not saying that we didn't disagree at times, we did, but we listened to one another and worked things out. Why does the Board allow this?

There is a good possibility that even after all this time, President Capt. Chris will still not listen to the Board, or anyone else, except himself. He does not know the charter, by-laws and ordinances. If he keeps the same avenue I would like the board to consider taking a **VOTE OF NO CONFIDENCE** before something detrimental happens to the Association. He already proved his audacity after being in office for one day he shut the kitchen down instead of trying to solve the problem within the Association then retaining the aid of the Health Inspector. I must tell the Board that Jay, Diana, Mary, Bob, and Ron have been a big help to me in the kitchen.

I'm going to touch upon another area that no one seems to consider—Elder Abuse. One type of elder abuse, according to the United States Government is "**Emotional or psychological abuse includes, but is not limited to, verbal assaults, insults, threats, intimidation, humiliation, and harassment.**" Capt. Chris shall keep his professionalism when presiding at a meeting. The Board must take heed on this and intervene when necessary.

I think that I've said enough for now and I'm sure the Board is getting my message.

Respectfully,



Kay M. Warren