Lake Thunderbird Association

Board Meeting Minutes

Saturday, July 18, 2026, at 9:00AM

Pledge of Allegiance / Call to order: The meeting was called to order at 9:02 a.m.

Roll call / Establishment of a quorum: Board members present – Bob Bittner, Director; Paul Byrd, President; Mary Crook, Director; Diana Hale, Vice President; Chris Pope, Treasurer; Karen Scheid, Secretary; and Rodger Vogel, Director.
36 members in attendance. A quorum was established.

Approval of agenda: Amend the agenda to include a report from the Ad Hoc Personnel Manual Review Commission under section 10, Advisory Committees and Commissions.
Mary Crook moved to amend the agenda. Karen Scheid seconded. A voice vote was taken. All ayes, motion passed.
Bob Bittner moved to approve the agenda as amended. Diana Hale seconded. A voice vote was taken. All ayes, motion passed.

Comments by members regarding agenda items: None.

Approval of prior Board minutes:

a. June 20 Board Meeting
b. June 20 Closed Session

Mary Crook moved to approve the June 20 open and closed session meeting minutes. Diana Hale seconded. A voice vote was taken. All ayes, motion passed.

Correspondence by Secretary – Karen Scheid: Karen Scheid shared her letter of gratitude to all those who made the 250th celebration a success.

Financial report – Chris Pope

June 2026 financial reports

Profit & Loss Statement

- Revenue totaled $244,655.
- Revenue less operating expenses totaled $162,495.
- Capital Projects totaled $8,850.
- Net profit totaled $153,646.
- Year to date 85% of total budget has been collected totaling $1,490,002.
- Year to date operating expenses were $439,500.
- Year to date capital improvements totaled $102,398.
- Year to date net profit totaled $946,605.

Cash & Investments Report

- Operating Funds were $1,208,004.
- Reserve Funds were $772,469.
- Commission Funds were $15,413.
- Total Cash & Investments were $2,075,140.

Mary Crook moved to approve the Profit & Loss Statement and the Cash & Investments Report for June 2026. Rodger Vogel *seconded. A roll call vote was taken. All ayes, motion passed.*

Bills to Approve

Larger items include: The second payment for July 3rd Fireworks and to Ragan Communications for siren repair and repair contract. Total to be approved $71,496.94.

Diana Hale moved to approve the Bills to Pay for July 2026. Mary Crook seconded. A roll call vote was taken. All ayes, motion passed.

Mary Crook moved to approve the 2025 tax return and to pay both the 2025 taxes as filed and the estimated 2026 taxes. Karen Scheid seconded. A roll call vote was taken. All ayes, motion passed.

Other Financial Updates

- 2027 Budget discussions are starting as soon as possible.

Acting Lake Manager's Report – Paul Byrd

a. This is Paul Byrd's last report as acting Lake Manager. Our new Lake Manager should be starting two weeks from Monday, on August 3.

b. 87% of our members are in good standing. This means 1307 are paid, but 187 are not. Those not in good standing were mailed letters starting July 5 telling them that a $75 documentation fee has been added to their bill, as well as about $1 per week in interest. After Labor Day, they will be sent to a collections agency. This is our new process that has greatly reduced our "accounts receivable" in overdue assessments.

c. Surf Internet – All their projects in Illinois are on hold waiting for the State to make a decision on a Federal program supporting internet deployment. The bad news is there is no start date. But Paul spoke with them this week and they are still interested and committed to doing the job for us.

d. LTA received its first full month's payment from Dave Scott at the Snack Shack, for a little over $300, which was 5% of over $6000 in sales. He expects July's sales to be even better.

e. LTA will be repairing the missing shoreline rocks at the beach, by the pavilion to the west. We think that a few kids had some fun one day moving the rip rap rocks from the shore into the water to make some sort of breakwater or castle or something. Then boat's waves eroded the exposed shoreline, creating a cliff. Tom Krafft used the backhoe to recover about half the rocks, but we'll have to add more the next time we order a load of rip rap. If you see anyone doing something that you think is inappropriate, you are probably right. Either tell them or call the office and give us a chance to stop a problem before it requires fixing. Thanks!

f. Facilities power washed, patched and sealed the concrete east tennis court in preparation for the laying of the new FlexCourt tiles that will arrive this week. Bob Bittner will have more on this project during the project reports.

g. Facilities replaced five Buffalo Boxes this month - a surprisingly large number. We will begin to closely track the number of replacements, since it seems to be about two dozen a year. They are getting old - some over fifty years.

h. Facilities also got a lot of nice credit for setting up and cleaning up from the 250th Celebration!

i. Facilities also cleans and tests the water in the pool every morning. They clear goose poop from the beach, which has set us up for success, since every beach water test we've done has come back in the low single digits, against a 237 threshold that would close the beach.

j. Our IT support firm, BC Tech, completed the installation of Beach Wi-Fi. We can tell, because internet usage on our Starlink account spiked during the weekend of July Fourth as members could now use their phones better at the beach.

President's Report – Paul Byrd

a. The Association's Board is now able to report to members regarding an inquiry initiated by the Association's Board and brought to the Putnam County Sheriff's Department for investigation of potential criminal action based upon apparent misappropriation that occurred in 2023 regarding certain Association funds and access to same, and the related insurance claim that we filed related to that misappropriation.

i. The Association filed a case alleging suspected theft with the Putnam County Sheriff's office on July 9, 2025, regarding 2023 funds the Association's Board determined to be missing following an internal review initiated in 2024.
ii. We learned this month that the Sheriff's investigation has been completed.
iii. Though the deputy investigator assigned to the case concurs that money is missing,
iv. The investigator was unable to reach a definitive conclusion as to the person or persons responsible for the missing funds.
v. Further, in November 2025, the Association filed an insurance claim regarding the lost 2023 funds.
vi. Our insurance company hired an independent forensic accountant to audit the Association's 2023 Financials. The Accountant determined that the insurer's over forty-four-thousand-dollar payout regarding the missing 2023 funds, after applying its deductible, was accurate. That total was within a thousand dollars of the sum identified by the Association's own internal review. We received that check this week.
vii. Please understand further that the Board cannot answer any specific questions regarding this matter or the referenced investigations but can provide a copy of this summary/report upon written request.

Bob Bittner – Thank you to Chirs Pope, Nyla Krabbenhoft, and Russ Hawkins for their work on this investigation.

b. Last month in closed session, the Board decided to hire a scribe for the closed sessions. Paul Byrd has been leading those meetings while taking notes to write the minutes, and the Board agreed that having someone else take the notes and prepare the draft of the minutes would be a process improvement. We posted for the job and Paul Byrd interviewed and hired a young lady this week. This scribe is a new position, and the Board did the hiring, not the Lake Manager. The Board should officially vote to approve the hiring.

Mary Crook moved to approve the hiring of a scribe for the monthly closed session meetings of the Board, at the per-meeting salary identical to our open session scribe. Karen Scheid seconded. A roll call vote was taken. All ayes, the motion passed.

c. Paul Byrd initiated an email conversation among the Board regarding whether we should revise our Rule that requires members to have $100,000 of Renter's insurance on whatever they choose to store at their leased storage area behind the Maintenance shed. Many members have objected to paying for insurance for their "stuff", because often their "stuff" is worth much less to them than the cost of the insurance. The suggested solution would be to say, "store at your own risk", since we do not provide any level of security over that area beyond cameras at the entrance. I wanted to mention this new topic during this meeting so that members know this discussion is underway. If members have opinions on this topic, seek out a Board member and provide your feedback.

d. Many of the members here today came because they are interested in the special membership meeting that has been called for August 2 and want to know how that came to be and how that will work. Paul Byrd called a meeting of the whole membership for Sunday, August 2, at 11:30AM for the purpose of allowing members to vote on whether Rodger Vogel should be removed from the Board. The rationale is as follows:

   i. Tyler Shields was interviewed by the Board on May 26. That weekend of Memorial Day, the Board interviewed three people. How those people made it through the selection process may be a great discussion, but it has nothing to do with the August meeting. The fact is that Tyler was one of three candidates interviewed and no Board member objects to him having been interviewed.
   ii. Rodger was present during Tyler's interview on May 26 but did not ask questions of the candidate. Some Board members knew of Rodger's relationship to Tyler before the interview, some did not. After the interview, as we began to settle on Tyler as our candidate, Rodger mentioned to us all that Tyler was

engaged to his stepdaughter. Paul Byrd recalls just one Board member looking surprised and saying softly, "That would have been good to know." Rodger remained during the discussion and voted to hire Tyler. Paul does not recall Rodger attempted to influence the Board one way or the other; he may have been completely silent; Paul didn't recall thinking about Rodger in any negative way at that time. The vote to hire Tyler was unanimous.

iii. The Board spent the next five weeks in silence. You are welcome to ask each Board member why they kept this quiet for five weeks. We probably all had different reasons, but one that we mentioned to each other was that we were doing the right thing by protecting Tyler from the uninformed speculation that occurs on social media.

iv. Five weeks later, on Tuesday, June 30, Tyler's relationship to Rodger was posted on social media. The Board has a text stream between the seven of us, and the question of that day was, "Who told whom?" Paul backtracked the flow of information to the likely source, but Paul did not share in this meeting because it involves LTA members who have not agreed to be part of this explanation. It makes no difference who they are because the information shared turns out to be true. No one lied, they just shared what they knew.

v. That same afternoon, on the Board text stream, conversation continued on the topic. One Board member texted, "Is Tyler related to Rodger?". Paul had thought that everyone knew, but someone must not have heard or hadn't processed Rodger's comment after the interview and still didn't know five weeks later.

Chris Pope shared she didn't know of Rodger and Tyler's relationship because she wasn't at the interview.

vi. Paul Byrd concluded from this that not every Board member knew of Tyler's potential future relationship to Rodger at the time of the interview and the vote to hire. However, the Board were all duly impressed by the young man and still think he is the right person for the job.

vii. The membership meeting in August was called mainly because of Paul's concern for the future, not the past.

viii. The Board unanimously chose Tyler. The Board members all believe he will be a fine Lake Manager. Paul Byrd is fully committed to helping him be successful in this position because the Board operates better with a paid Lake Manager.

ix. It is Paul Byrd's opinion that Rodger Vogel remaining on the Board reduces the Board's capacity. If Rodger is recusing himself each time something comes up that pertains to the Lake Manager's employment, like salary or job performance, how often will that be?

(Subsequent to the Board meeting, on Monday, July 20, Paul Byrd canceled the meeting of the membership discussed above.)

Advisory Committees and Commissions

a. **250th Celebration Commission (Karen Scheid):** *Karen Scheid moved to recognize the excellent planning and execution of this 250th Celebration Commission, and to disband the commission. Mary Crook seconded. A voice vote was taken. The motion passed.*

b. **Ad Hoc Personnel Manual Review (Chris Pope):** In response to Angie Nicoli's letter to the Board last month, Paul Byrd had requested an ad hoc commission be formed to review the employee handbook regarding employee disciplinary actions. Volunteers on that commission were Carol Bernardi, Maggie Hickox, and Chris Pope. The commission met a week before the Board meeting and felt that the handbook language regarding this section is appropriate and is consistent with standard business practice. Items assessed included:

- What is the Board's process for handling claims of employee harassment against a director?
  The handbook does not have any language related to an employee feeling that they are harassed by a director. It is the commission's recommendation that a common sense approach be applied and such an

employee should go to the Lake Manager, their supervisor and then the Lake Manager would escalate the matter to the entire Board for review and discussion

- Can a Director be removed from the Board for violating the code of ethics regarding harassment?
  The Bylaws address removal of a director, so that's not appropriate to be in the employee handbook.
- What is the current process for the Board to issue a written warning to an employee in the absence of a Lake Manager?
  In the absence of a Lake Manager, the Board of Directors does have authority to issue a written warning to an employee. The commission felt this statement and practice is appropriate.

b. **Architectural Control (Bob Bittner):** The season is winding down. There were two permits for brush clearing, two for deck board replacement, and two roof replacements.

c. **Campground (Steve Glynn):**
   - Thank you to everyone who came by for the last cook out. There is another cookout the evening of July 18 for Christmas in July.

d. **Conservation (Steve Glynn):**
   - Three carvings from the chairtree have been refurbished and placed in the Clubhouse, thank you to Melissa Thryselius and April Reaska. Melissa is going to assess the other carvings to consider their refurbishment as well.
   - Aquatic Control to return Monday July 20 to continue their monthly algae treatment. It has been a great year for algae growth. Aquatic Control will assess the silt ponds and the growth that members have reported to Steve Glynn.
   - Thank you to the Annen family for hosting the annual Jim Annen Kids Fishing Contest; thankfully the weather held out.
   - Can't wait to see everyone at the Corn Boil at the Conservation Beer Wagon.

e. **Deer Management Program (Rick Steele):** None.

f. **Earth Day (Ann Annen):** None.

g. **Events & Amenities (Chris Pope):** September 5th is Venetian Night, rain date that Sunday.

h. **Finance (Linda Brauer):** None.

i. **Lake Water Management (Tom Dwyer):** Still researching quotes for dredging as well as acquiring an Illinois EPA 319 grant to work on silt and shoreline management.

j. **Planning (Paul Byrd):** None.

k. **Rules (Dave Augustine):** None.

l. **Security (Tom Pope):** None.

m. **Tree Huggers (Rob Hickox):** None.

n. **Water Safety (Bob Bittner):** The ski drop buoy is a no wake buoy, so boaters assume it's a swimming area when it is in fact not a swimming area.

o. **Water System (Dave Augustine):** One pump is installed; the second installation is yet to be scheduled and completed.

Resolutions by Board members: None.

Unfinished business

a. **Tabled: Approve proposals to trial hydrological lake dredging:** Tabled until next month.

b. **Tabled: Define responsibilities for Lake Manager versus Board**

Karen Scheid moved to take from the table this topic regarding a definition of responsibilities for the Lake Manager versus the Board. Diana Hale seconded. A voice vote was taken. All ayes, the motion passed.

i. These past three years have seen fourteen months when we have had no paid Lake Manager. That's 38% of the time since July 3, 2023! We have organizationally struggled through this period and this proposal aims to avoid those struggles in the future. Paul Byrd requested that the Board discuss and adjust this proposal in this meeting and then ask the Rules Committee to propose wording to approve next month to implement what is decided in this meeting.

ii. Define three labels for people performing as Lake Manager:

- **Paid Lake Manager:** The role, responsibilities and authority of the Lake Manager (LM) is well documented in our three governing documents: The Covenants & By-Laws, our Rules of Order, and our Rules & Regulations. In normal times, this position is occupied by a paid individual, who is referred to as the Paid Lake Manager.
- **Acting Lake Manager:** During the time when there is no Paid LM, the Board will appoint an Acting LM. This unpaid volunteer will be either a Board member or an LTA member. This volunteer will be selected by the Board and approved by a majority vote of the Board. The Acting Lake Manager would have all the authority, duties and responsibilities of the Paid LM.
- **Interim Lake Manager:** The Paid LM or Acting LM may request an Interim Lake Manager be appointed to cover extended periods of time when the Paid LM or Acting LM will be away from the lake (such as a week or more vacation). The Interim LM would be selected by the Paid LM or Acting LM but would be approved by the majority of the Board. The Interim LM would have reduced duties and responsibilities and restricted authority, compared to the LM for whom they were covering, such as a more limited expense approval limit and no hiring, firing, or formal disciplinary authority. If issues arise during the Interim LM's coverage interval, the LM would be contacted, and if unreachable the Board would be consulted.

Discussion: Rules Committee will take the above to review and return to the Board with their recommendations for Board approval. The item was once again tabled.

New business

a. Administrative: Vote to hire Lake Manager

Dave Augustine of the Rules Commission brought to the Board’s attention that the position of Lake Manager was improperly appointed per the Association Rules of Order: Rules of Order, Section II “Board of Directors”, Item 7, requires a paper ballot vote at a meeting where voting to hire a Lake Manager is listed on the agenda published 48 hours in advance.

The decision to offer and place Tyler Shields as Lake Manager was unanimously voted on in closed session on May 26, and affirmed in the open session immediately following the closed session, but was not posted on the agenda for that open session meeting. To correct this action by the Board, the Board rescinded and vacated the closed session vote and used a paper ballot to affirm the previous decision to hire Tyler Shields.

Karen Scheid moved to rescind and vacate the vote to offer to hire the selected candidate for lake Manager, based on the terms discussed in closed session on May 26th. Diana Hale seconded . A roll call vote was taken. All ayes, the motion passed.

Paper ballots were provided to the Board members that stated “Hire Tyler Shields as Lake Manager of Lake Thunderbird Association for the salary and benefits agreed to during closed session on May 26, 2026. Yes or No”.

Recording Secretary reported ballot results to the room; 6 Yes, 1 abstention, the motion passed.

b. Administrative: Report status on 2026 Capital Projects

i. The lower-level bathroom & community renovation – Complete with some minor finishing projects. Board approved budget of $68,000, total cost about $76,150 (12% over budget). Air conditioning in lower-level should be assessed for possible future improvements.

ii. Snack Shack – Completed. Board approved $8,000, total cost of $31,658.
iii. Pool deck improvement – Competed. Board approved $35,000, total cost $36,012 (3% over budget).
iv. Fireworks & 250th Celebration – Completed. Board approved $15,000, total cost $16,000 (Board approved overage).
v. ILMA Confrence – Completed. Board approved $3,600, total cost $2,907 (19% under budget).
vi. Water tower Improvement – Completed. Board approved $9,100 payment from Capital upon receipt of invoice.
vii. Aquatic Control – Completed. Board approved $12,500, total cost $11,676 (7% under budget).
viii. Replace Dump Truck – Completed. Budgeted in 2025 at $56,000, total cost of two trucks in 2025 was $51,260 (8% under budget). All expenses and savings were part of the 2025 end of year Profit and Loss statement. The sale of the two old trucks that were replaced totaled $5,150, income in 2026.
ix. Repair Maintenance Shed buildings – Incomplete. Board approved $14,500 estimate from Hartman Statewide Buildings to repair the rivets in the two Maintenance sheds. The Association is working to get on Hartman's schedule.
x. Sonic Fish Barrier – Incomplete. Board approved $9,000 from the fish stocking budget to be used to implement a sonic fence at the dam. Project still working though requirements and permissions.
xi. Save the Chairtree – Incomplete. Board approved $5,000, $2,100 spent so far.
xii. Water System Pumps – Incomplete. Board approved $70,000 for Prairie State to replace the two pumps for the Association water system. One is done; second pump will be replaced soon and projected to stay with the budget.
xiii. Resurfacing East Tennis Courts – Nearly complete. Board approved $22,000, total $21,926 so far. Projected to stay under budget.
xiv. Sediment Ponds – Incomplete. Coinciding with dredging project research, no funds spent.
xv. Water System – Incomplete. Water System Commission assessing project including future planning for complete replacement of main concrete water line around the lake.
xvi. Marine Gas Tank – Incomplete. Board approved $8,000, $5,730 spent so far. Bob Bittner stated project is on track and on budget. Awaiting permit approval to move forward.

c. Conservation: Approve 2027 fish survey

Mary moved to approve Hey & Associates to perform a fish survey next spring for an amount not to exceed $6500. Diana Hale seconded.

Discussion: Conservation researched various providers of a fish survey. It is recommended that a survey be done every few years and it has been five years since the last survey at Lake Thunderbird. Bob Bittner voiced his opinion that a less expensive survey could have been selected.

A roll call vote was taken. 6 ayes, 1 no, the motion passed.

d. **Administrative: Approve two additional Directors to sign checks**

Mary Crook moved to approve Rodger Vogel and Karen Scheid as additional signers for the two-signature MidAmerica Operating checking account. Rodger Vogel seconded.

Discussion: Adding Karen Scheid and Rodger Vogel as signers means all current Board Directors will be approved signers of the Operating checking account.

A voice vote was taken. All ayes, the motion passed.

e. **Financial: Approve $53,000 transfer from Operating to Payroll**

Mary Crook moved to transfer $53,000 from the operating account to the payroll account to cover the next month of payroll. Rodger Vogel seconded.

A roll call vote was taken. All ayes, the motion passed.

Announcements

a. **Next regular LTA Board meeting Saturday, August 15, 2026**
b. **Announcements from Board members:** None.
c. **Announcements from membership:** None.

Comments by membership:

- Dan Quinn – Please stop using social media to air Board business.
- Tom Dywer – Can we learn more about our new Lake Manager?
- Jay Scheid – The pool deck was refinished but there appears to be some cracking and chipping. Can the contractors address this?
- Joan Jacobs – What can we do about younger members using the pool during the 10am – 11am water aerobics class?
- Security – Due to diminished interest in the current Security team, a new ad hoc committee to assess association needs was suggested. Dan Quinn with Bill Bryan, Linda Demien, and Leilani Hawkins will get together to assess and recruit volunteers.

Adjournment: The open session concluded at 11:21 a.m.
Mary Crook moved to adjourn the open session meeting. Diana Hale seconded. A voice vote was taken. All ayes, the motion carried.

The Board will move to closed session to discuss any legal or personnel matters. There will then be a reconvening of open session for the Board to approve any decisions made during closed session.

Reconvene Regular Board Meeting and Adjournment:
Closed session meeting called to order at 11:36AM by Paul Byrd.

Karen Scheid moved to adjourn the closed session at 1:24PM. Rodger Vogel seconded. Unanimously approved.

Mary Crook moved to reconvene the regular Board meeting at 1:24PM. Chris Pope seconded. Unanimously approved.

No actions were taken during closed session that required open session Board approval.

Mary Crook moved to adjourn the open session at 1:25PM. Karen Scheid seconded. Unanimously approved.

Respectfully submitted,
Alyssa Windell
Recording Secretary

Summary of Motions from the BoD Meeting – Saturday, July 18, 2026 at 9:00 a.m.

- Mary Crook moved to approve the 2025 tax return ad pay both the 2025 taxes as filed and the estimated 2026 taxes. Karen Scheid seconded. A roll call vote was taken. All ayes, motion passed.
- Karen Scheid moved to recognize the excellent planning and execution of this 250th Celebration Commission, and to disband the commission. Mary Crook seconded. A voice vote was taken. The motion passed.
- Mary moved to approve Hey & Associates to perform a fish survey next spring for an amount not to exceed $6500. Diana Hale seconded. A roll call vote was taken. 6 ayes, 1 no, the motion passed.
- Mary Crook moved to approve Rodger Vogel and Karen Scheid as additional signers for the two-signature MidAmerica Operating checking account. Rodger Vogel seconded. A voice vote was taken. All ayes, the motion passed.
- Mary Crook moved to transfer $53,000 from the operating account to the payroll account to cover the next month of payroll. Rodger Vogel seconded. A roll call vote was taken. All ayes, the motion passed.