

**Hermit Lakes Recreation Inc.**  
**Special Meeting Board of Directors**

**August 16, 2025 - 10:00 AM**

**The Barn**

**MINUTES**

**1. Meeting** – Call to order 10:00 a.m.

Board members present: Jim Brusak, Penny Wagner, Steve Office and Keith Walker on Teams.

Robin Clutter resigned on August 15.

Other members present: Matt Thompson, Marsha Thompson, Joe Godfrey, Lynette Godfrey, Carol Wann, Justin Wann, Ed Leonard, Peggy Leonard, Bubba Dennis, Trampas Parker, Sherri Parker, Collin Gardner, Merrit Gardner, Michelle Brusak, Scott Wagner

**2. Pledge of Allegiance and Invocation** – Steve Office and Jim Brusak

**3. Approval of Agenda**

- Motion to approve the agenda- Steve Office second - Penny Wagner. Motion passed unanimously.

**4. Announcement**

- There will be monthly meetings for the next few months. The next meeting is scheduled for August 30<sup>th</sup>, 10:00 am at the Barn.
- If members have items they would like to see on the next agenda, they need to be submitted in writing to [Board.hermitlakes@gmail.com](mailto:Board.hermitlakes@gmail.com) . If you have thoughts or concerns – please submit them in writing and include what you see as a possible solution.

**5. Board member updates**

a. Keith Walker

- Deterioration in the pipe on Lake 4 has occurred much faster than originally anticipated resulting in a partial 6” collapse with deflection and separation from the riser and deterioration of the inlet headwall and must be replaced.
- The State Engineer gave us a zero rating when the inspection was done.
- Lake 4 must be drained to get the head pressure off the dam and keep the erosion at bay within the deflected area of the pipe.
- We’re waiting for Davis Engineering to give us a proposal for design engineering for repairs.

- We also approached Ski Hi Engineering for a proposal. The 1978 drawings of the original 54" culvert were forwarded to them. The 2012 repair drawings have also been forwarded to them for Lake 2. We're looking for the same kind of repair that was done before for Lake 2. The 48-inch pipe is technically abandoned. We're waiting for additional guidance from the Water District to determine if we need it as a secondary outflow or if we can abandon it.
  - Next steps:  
Get design plans to the State Dam Engineer for approval and then focus on repair contracts.  
Potential contractors so far:  
Gardner Construction – Hermit Lakes member  
Ski Hi Engineering – contractor and engineer
  - Work is being done to update the member list including address, phone and email information.
  - Bylaws, Rules and Amendments will be reviewed.
- b. Jim Brusak
- There are two main immediate goals – financial responsibility and to be sustainable and solvent.
  - Robin introduced the Board to Wall, Smith and Bateman and San Luis Valley Federal. It was very helpful in becoming acquainted with processes and procedures.
  - There is concern for liability for the shooting range. A Shooting Range Liability Release has been written and will be voted on for implementation.
  - Working on dam process. All board members have been working on this for the process, approvals, contracts, etc.
  - Robin Clutter has resigned from the Board effective 8/15/25. His resignation letter was read. Thanks for his dedication, commitment and work done.  
The Board will follow the Bylaws regarding a replacement. ARTICLES OF AMENDMENT, Article V, 2a.
  - The Fish Committee has installed grizzlies to help save trout and get rid of suckers. Many members have also helped. Maintaining water levels is monitored daily.
  - Checking on excavation of lakes while the water level is down. This requires coordination with a lot of water stakeholders.
- c. Steve Office
- Working on streamlining purchasing processes for supplies is a priority. Researching the accounting for our fuel regarding our costs vs payments received.

- More oil and sealers have been applied to the Club buildings in the office area. One more year should do it.
  - The grounds committee has reported the outlet on Lake 3 needs repairs. The box is starting to collapse.
  - Terry has replaced lights in the ceiling in the club living quarters.
  - Learning more about managing the lakes from Terry.
  - Will work with Terry to learn about operating the grader to maintain the roads in case Terry needs to be gone.
- d. Penny Wagner
- Our commitment is to each other and work together as a team. All decisions will be decided as a team. Robin has agreed to remain as a consultant when we need it.
  - Several water law attorneys have been vetted should the need arise for legal advice around water law. Several trips have been made to Alamosa to become educated on water rules and regulations.
  - Grant writing is underway to try and help offset some of the costs for dam repairs. Research was done into the best place to store water during dam repairs. We have contracted with Rio Grande Reservoir for two years.. Good communication with water agencies is critical.
  - Ski High Engineering was contacted and will be coming up next week to look over the lakes. Water in Colorado is liquid gold. If you lose it, you don't get it back.
  - Research was done with San Luis Valley Federal and Del Norte Bank to discuss rates, services and locations.
  - Work is progressing with Tracy Walker to build a website for Hermit Lakes. It will have a public page and a member only section. Phase one is focused on providing information to members. It should be ready soon.

## 6. Loafing Shed

- No bids have been received to purchase and remove the shed. Steve Office and sons have volunteered to secure it to make it safe at minimal cost. Roofing materials are available from the burn pit. It will remain if it can be brought up to code. Work with the Building Inspector will occur for compliance. Tape will be put up to block it off for safety. The historical society will be researched for potential funding. If cost effective repairs can be made, we will keep it.
- An email from Jane Francis was shared. *"Please voice our rejection of the sale of the old Stage Line building from Stage Flats that is being considered for sale. We are in favor of salvaging the log structure instead of destroying it. We consider*

*the barn and outbuildings to be the hub of Hermit Lakes and would appreciate the historical significance of the adjoining out buildings as historical treasures.”*

## **7. Progress with culverts and dams**

- Thanks to those on site for all the work that has been done. The State Report will help with grant writing. We’re waiting for quotes and designs from engineers. Then, design approval and contractor bids.
- Continual communication with the water district is crucial.
- Rio Grande Reservoir provided the best rate for water storage.
- Lake 5 is 90% drained. Lake 4 – there’s concern with low ground water.
- Lakes 1 & 2 need to be kept at the highest level based on this exceptionally dry season.
- The dam on Lake 5 is leaking next to the road. That culvert is the smallest in the canyon. Repairs need to be identified.
- The entire water system throughout the valley will be looked at for any additional repairs that need to be done now or in the future. This will help us with budgeting and repair planning.

## **8. On-Going Issues**

- Mission and Purpose Statement
  - We are nonprofit and should have a Mission and Purpose Statement. What word comes to mind when you think of Hermit Lakes?

*God – financial – recreation- fishing – peaceful – harmony – A game – respectful – community – neighborly – fun – relaxation – nature – friends – family – memories – food – helpful - retreat*

- New Members
  - Clarification – Plot #164 formalized change in purchase from Francis Deture to Billy Dennis.
- Road Grading
  - Upgrades on the grader need to be addressed.
  - The frequency of road grading depends on condition of the road. Moisture is required to do it correctly.
  - The main road should be graded once a month weather permitting. As needed for side roads. Potholes on the road to the shooting range need filled in.
  - Grading should occur in small sections with multiple passes before moving on to another section. Using the loader to scoop up rocks after grading can help eliminate excessive rocks in the road and driveways. If a

- member is physically unable to help clean up rocks in their driveway – they can ask Terry for help.
  - Cost is also a concern.
  - The Grounds Committee and Steve Office need to be aware/involved in the process of any road grading.
  - Steve Office needs to be contacted about any requested work done by Terry.
  - Further discussion is tabled until the next meeting.
- Club insurance policy
  - The policy is renewed every year. A committee will be created to review the policy for the March Board meeting. Interested members that have experience in this area or want to be involved in the process should contact the Board.
  - Further discussion is tabled until the next meeting.
- Plot Book
  - Notices will be sent out for those that don't have a current plot description in the Plot Book. This will be helpful in the future for any legal issues that may arise and will also benefit members.
  - General identification is also needed for buildings and septic and leech fields.
  - If you need help mapping out your plot, contact Jim Brusak.
- Committee Procedure Manuals
  - All three committees need to review and update their manual. This includes the Fish Committee, Grounds Committee and Recreation Committee.
- Pelicans
  - All legal methods have been exhausted to rid the lakes of these invasive birds. A lethal kill permit was denied. The next step is contacting the USDA. Lasers are being investigated.
  - Climate change can be attributed to the change in migration. Next spring the focus needs to be on Lakes 1 & 2.
  - A suggestion was made to write letters to Jeff Hurd  
[Write A Message Or Email To Your Representatives | Contact My Politician](#)
  - Further discussion is tabled until the next meeting.

Motion to adjourn - Jim

Steve Second

Motion carried

Meeting adjourned 11:30am