

# QEELOA Annual Meeting

**Thursday**  
**Oct 23, 2025**  
**7:00p - 8:00p**  
**Microsoft Teams**



**Cynthia Baer and  
Marc Alpert  
Directors**



**Roll Call**

# Welcome Remarks **Mike Fantini** **President**

## **AGENDA**

### **Roll Call**

### **Call Meeting to Order**

Board Introductions

Board Confirmation Vote (with a Quorum)

Welcome New Members

### **2025 Treasurer's Report**

### **Business Reports**

Lake/Dam Report

Community Activities

Solicit New BoD Volunteers

Communications/Website/Directory

Volunteers for Board

### **LOA Key Documents Update**

### **Q & A**

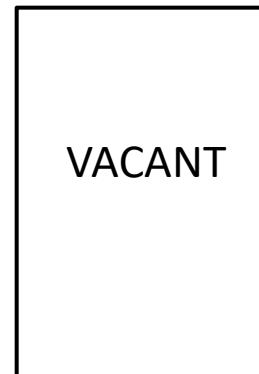
### **Adjournment**

# Welcome Remarks **Mike Fantini**

## Board Members



**Mike Fantini**  
President



V. President



**Kevin Dougherty**  
Treasurer



**Cynthia Baer**  
Secretary



**Marc Alpert**  
Director



**Katie Lincoln**  
Director



**Bryan Rouse**  
Director

# Welcome New Members **Mike Fantini**

**Lee & Bill Fischer**  
*105 Laurel Ln.*

**Roger Soper**  
*Under Construction on Queen Esther Dr.*

**Janelle & Scott Toller**  
*335 Sullivan Dr.*

**Kevin Dougherty  
Treasurer/Chair**



**Treasurer's Report**

Queen Esther Estates LOA

10/23/25

# 2025 Budget to Actuals

INCOME

ESTIMATED

ACTUAL

DIFFERENCE

Dues

15,750.00

15,600.00

(150.00)

# 2025 LOA Expenses

OPERATING EXPENSES	ESTIMATED	ACTUAL	DIFFERENCE
Grass cutting and removal of dead trees	\$3,000.00	\$1,305.00	\$1,695.00
Tigris Aquatic lake treatment	\$4,500.00	\$3,498.00	\$1,002.00
Athens Area School Taxes	\$39.23	\$42.08	-\$2.85
Bradford Co. Real Estate Taxes	\$18.00	\$17.95	\$0.05
Directory Printing	\$50.00	\$0.00	\$50.00
PA Clean Water Fund	\$800.00	\$800.00	\$0.00
USPS Postal Box	\$182.00	\$192.00	-\$10.00
PA Regulated Lake Fishing Lic.	\$50.00	\$50.00	\$0.00
Go Daddy SSL Web site security fee	\$420.00	\$254.28	\$165.72
Microsoft 365 subscription	\$147.47	\$159.00	-\$11.53
Adobe Acrobat Pro subscription	\$310.00	\$0.00	\$310.00
AutoBooks Fees	\$350.00	\$345.30	\$4.70
Erie Insurance	\$2,085.00	\$1,723.84	\$361.16
LaBarr & LaBarr Accountants	\$600.00	\$600.00	\$0.00
Legal Fees	\$4,000.00	\$0.00	\$4,000.00
Lake Improvements	\$0.00	\$656.14	-\$656.14
<b>Total Operating Expenses</b>	<b>\$16,551.70</b>	<b>\$9,643.59</b>	<b>\$6,908.11</b>

# 2026 LOA Proposed Budget

Description	ESTIMATED Income / (Expense)	ACTUAL	DIFFERENCE	
Dues	\$15,750.00	\$0.00	\$15,750.00	
Grass cutting and removal of dead trees	-\$3,000.00	\$0.00	-\$3,000.00	
Tigris Aquatic lake treatment	-\$4,500.00	\$0.00	-\$4,500.00	
Athens Area School Taxes	-\$39.23	\$0.00	-\$39.23	
Bradford Co. Real Estate Taxes	-\$18.00	\$0.00	-\$18.00	
Directory Printing	-\$50.00	\$0.00	-\$50.00	
PA Clean Water Fund	-\$800.00	\$0.00	-\$800.00	
USPS Postal Box	-\$182.00	\$0.00	-\$182.00	
PA Regulated Lake Fishing Lic.	-\$50.00	\$0.00	-\$50.00	
Go Daddy SSL Web site security fee	-\$420.00	\$0.00	-\$420.00	
Microsoft 365 subscription	-\$147.47	\$0.00	-\$147.47	
Adobe Acrobat Pro subscription	-\$310.00	\$0.00	-\$310.00	
AutoBooks Fees	-\$350.00	\$0.00	-\$350.00	
Erie Insurance	-\$2,085.00	\$0.00	-\$2,085.00	
LaBarr & LaBarr Accountants	-\$600.00	\$0.00	-\$600.00	
Legal Fees	\$0.00	\$0.00	\$0.00	
Lake Improvements	-\$3,000.00	\$0.00	-\$3,000.00	
<b>Total Operating Expenses</b>	<b>\$198.30</b>	<b>\$0.00</b>	<b>\$198.30</b>	

# Bank Account Final Balance

Start	2024 Balance	\$10,867.71
Plus	Revenues	\$15,600.00
Less	Expenses	-\$9,643.59
End	2025 Balance	\$16,824.12

**Dues remain unchanged**

**Legal expense budget will be reduced to zero**

**Bids will be secured for lawn mowing / tree removal**

# Lake Report

## Dick Endres



## LAKE COMMITTEE

**Dick Endres - Chair**

**Mike Fantini - V. Chair**

**Rob Behm**

**John Sands**

**James Janiszewski**

**Always seeking volunteers to assist!**

# Lake Report



Goals remain the same:

- Safe and effective conditions to enjoy the Lake
- Increase utility of the Lake for residents
- Community purchase of Lake Mat for use

Lake condition overall good shape:

- State Dam Safety Inspection May 2025 ==No Issues But Concerns Over Condition of Drain Pipe.
- Lake Contract ends 2026. Anticipate new company TIGRIS will Charge lot More.
- Looking at other contractors. Probably cost twice as much as current 3 Year Contract.
- Aquatic Sago Weed appears to be gone. Some kind of weed will appear next year. Hopefully not fast growing Sago.
- Only treated once last year for sago weed and algae. Cold winter last year helped.
- Lake is 56 years old. Silt and muck have accumulated. Impacting lake quality.

# Lake Report



New drain cover reduced required maintenance substantially

- Please remain away / off the drain cover
- Maintained lake water level much better
- Consider muck removal by new drain

Work to be done

- 50 foot by 16-inch drainpipe needs a liner
- Is rusting away and a collapse would be bad
- Hard to find a source. Will keep working



**Katie Lincoln**  
**Director**



**Social Activities  
&  
Communication**

# Community Garage Sale



Thank You Katie and Matt Lincoln and Everyone Who Participated



# QEE Hayride 2025 This Weekend 26 Oct 25

- Bring your little ghouls/goblins for fun-filled evening of Halloween Joy!
- Don Ferrario will be at the wheel once again for the QEE Halloween Hayride transporting our Tricker Treaters safely around the neighborhood.
- When: Sunday, October 26<sup>th</sup>, at 4:20 Pull Out! Loading begins at 4:00
  - We will be monitoring the weather and will let you know via email if there is a change in plans
- Where: Meet the Trailer at the picnic area by the lake on Queen Esther Dr.
- Who: Current Resident's and immediate family members; (A parent per family must accompany their child/children for safety's sake! No exceptions please.)

**FOR THOSE NEW NEIGHBORS:** Kids and parents will sit on the wagon full of hay and be driven around the neighborhood for our version of Trick-or-Treat!



**Don and Robin - Thank You!!**



# Member Communications

## Cynthia Baer



- Website  
(queenestherestates.com)
- Community Directory
- Email  
(qeeloaboard@gmail.com)
- PO Box 934, Sayre

# Website

**queenestherestates.com**

ABOUT US

BOARD

LAKE

PA WILDLIFE

NEW & EVENTS

QEELOA DOCUMENTS

CONTACT

EVENTS



The screenshot shows the homepage of Queen Esther Estates. At the top right is a logo of a hawk and the text "QUEEN ESTHER ESTATES". Below it is a red banner with the text "2023 ANNUAL MEETING DEC 7th, 2023" and a "CLICK HERE" button. A large image of a squirrel is centered below the banner. To the left is a sidebar with colored buttons: green for "About Us", purple for "Contact Us", orange for "PA Wildlife", pink for "News & Events", and blue for "QEELOA Documents". To the right is a box titled "Licensed Class B Regulated Lake" with "Community Lake Area Regulations" and a list of 17 rules. At the bottom are links for "EMAIL Us", "MAIL Us", and "QEELOA ESTABLISHED IN 1988". A footer navigation bar includes "HOME", "ABOUT US", "BOARD", "LAKE", "PA WILDLIFE", "NEWS & EVENTS", "QEELOA DOCUMENTS", "CONTACT", and "2023 HALLOWEEN HAIRCUT".

# Community Directory

## Great Resource

Its purpose remains three-fold

1. Conduct Association Business
2. Build Neighbor Relations
3. Emergency Situations:
  - Missing pets/kids
  - Power outages
  - Road conditions
  - Wildlife issues
  - Fire
  - Flooding

HARD COPIES WILL BE IN YOUR MAILBOX  
THIS DECEMBER!

# Gmail

**qeeloaboard@gmail.com**

**PO Box 934  
Sayre, PA 18840**

- Gmail is the primary communication method to all members.**
- Gmail responses from the Board will be made as promptly as possible.**
- The PO Box is used for conducting Association business for contracted services and billing.**

# Mike Fantini



## Volunteers

# *Become A Board Member*

- Overview of the Board*
- Phone Interview*
- Board discusses candidate*
- Board selects candidate*

## *Be on a Committee*

- Transitions Occurring*
- Lake/Dam Maintenance*
- Roadway Improvements*
- Social Activities*

**Talk to Any Director or Sign Up Online!**

## MEETINGS

2023 Annual Meeting

Date: Thursday, December 7th

Time: 7pm-8pm

Virtual - Teams Mtg

[Proxy Vote Form](#)

[I Want To Be On The Board](#)

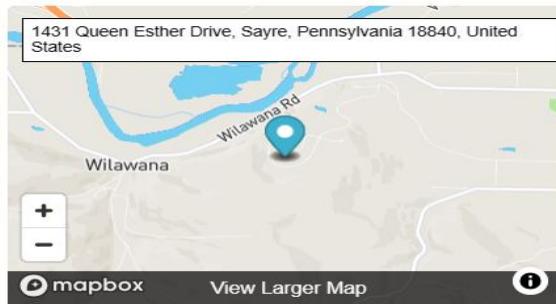
[I Want To Volunteer For Committee](#)

## News and Events Page

**I Want To Be On The Board “Red Button”**

**I Want To Volunteer For A Committee  
“Green Button”**

## How to Find Us



## Volunteer Here!

Name: \*

Subject: \*

Message: \*

Name:

[SUBMIT](#)

**Fill Out Form  
Hit Submit  
and You Are Done!**

**EMAIL Us: [qeeloaboard@gmail.com](mailto:qeeloaboard@gmail.com)**

**MAIL Us: P0 Box 934 Sayre, PA 18840**

Time is Flying and the Holidays will be here  
before Ya Know It!!



# Q & A



- Is the Annual Meeting Date of Dec convenient or would the community prefer Fall, or Spring?

**Cynthia Baer  
Secretary/Chair**



**Proposed News Rewrite**  
**UPDATE any discussion on Covents**

# History

- QEE developed by Mary Sullivan
- **Lot Owner's Agreement** minimized potential for dam failure
  - Maintenance & protection of dam was key
  - Also restricted what could happen on lake
- QEELOA formalized to maintain/manage Lake Queen Esther
  - Driver of policy still dam integrity
  - To minimize potential liability of lot owners

# Why the Rewrite?

- More readable
- Terms defined
- Updated to take advantage of technology
- Policy changes
- Procedural changes
- PA law

# Reflects Policies Already in Place

- Directors' Code of Conduct
  - Violation considered Cause for Removal from Board
  - Board self-evaluation required
- Treasurer's Bond Requirement replaced by two-signature rule
- Exceptions for Maintenance/Improvement of Lake
- Annual dues collected **yearly** vs. quarterly
  - 15 day grace period
  - \$25/mo./lot late fee
  - Dues and late fee increases as needed

# Procedural Changes

- Less Reliance on USPS
- Electronic Transfer of Funds (ETF) option for payment of dues
- Allow membership to vote via email
  - Motions to change bylaws still need a quorum to pass
- Rapid communication to community
  - Requires **current email address** from members
  - Saves time & money

# Next Steps

- Households have been issued ballots
  - Ballot Return Deadline : 19 December
  - Magic number – 43.5 Lot Owners
- Legal Review
- Submit to State

# Membership Vote – Adobe Email

- Questions /Comments
- Votes