

AGE' IDA
HAYES TOWNSHIP BOARD OF TRUSTEES
7:00p.m. May 13, 2024
Hayes Township Hall
9195 Major Douglas Sloan Road
Charlevoix, Michigan 49720

Join Zoom Meeting

<https://us02web.zoom.us/j/88001640434?pwd=QkdY3AzN1dmKzZpajZQNEkwMkZ5dz09>

Meeting ID: 880 0164 0434
Passcode: 251468
+1 312 626 6799 US (Chicago)

1. Call to Order
2. Pledge of Allegiance
3. Review and Approval of Agenda
4. Public Comments
5. Approval of Regular Meeting Minutes of April 8, 2024
6. Treasurers Report
7. Clerks Report: Approval of Warrants
8. Reports: County Commissioner, Zoning Administrator, Planning Commission, Zoning Board of Appeals, Parks and Recreation, Trustee's, and Supervisor Reports.

NEW BUSINESS

9. Road Millage Resolution Language Correction
10. Set Budget Hearing Date June 10, 2024 6:00 pm
11. Planning Commission Resignation and Appointment
12. Cemetery Monthly Mowing and Fall Clean up bids
13. Township Hall Generator Bids
14. Public Comment
15. Board of Trustee Comment

ADJOURN MEETING

Public Comment at Meetings of the Hayes Township Board of Trustees

The Hayes Township Board of Trustees values public input and offers two opportunities for the public to comment at its meetings, once near the beginning and once near the end. This affords the Board of Trustees the opportunity to hear your views and remarks. If you speak, you should not expect to engage the Board of Trustee members or any staff in discussion or debate.

Board of Trustee members will not respond to comments made during the Public Comment unless it becomes necessary to ask a clarifying questions, correct a factual error, or to provide specific factual information.

Questions about Township matters are best directed to individual Board members or Township staff (Planner, Zoning Administrator, or Assessor) between meetings. Contact information is available on the township website at: hayestownshipmi.gov.

The availability of public comment is recognized by the Michigan Open Meetings Act. The Act provides that rules may be adopted for orderly comment from the public. To that end, the following rules have been established by the Board of Trustees:

1. A person wishing to speak will indicate on the sign in sheet that they would like to be called on at Public Comment. All persons in attendance in person will be called on first. Zoom attendees can indicate they would like to speak by raising their hand icon.
2. The person will begin by stating their name, spelling it out if requested.
3. The person addresses the Chairperson, or other person chairing the meeting, on behalf of the entire Board of Trustees. Public comment is NOT to be addressed to individual Board of Trustee members, to any township staff present, or to other members of the audience.
4. There is a three (3) minute time allotment for each speaker. The time limit may be extended by the Chairperson or majority of the Board of Trustee members present. A speaker may speak only once at each Public Comment. There is no provision for another audience member to 'donate' their three (3) minutes to another speaker.
5. A speaker will be out of order if the speaker disrupts the meeting, speaks longer than the allotted time, uses vulgarities or makes a personal attack on a Board of Trustee member or Township employee that is unrelated to the performance of that person's duties.
6. If a speaker is called out of order, that speaker will not be able to speak again at the same meeting except by special leave of the Board of Trustees
7. The Chairperson, or other person chairing the meeting, will have the discretion to permit members to speak at times other than the times reserved for Public Comment.

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April 8TH, 2024 7:00 PM
HAYES TOWNSHIP HALL
09195 MAJOR DOUGLAS SLOAN RD
CHARLEVOIX, MICHIGAN 49720
ZOOM 849 2451 3210

The April 8th, 2024, meeting of the Hayes Township Board was called to order by Supervisor Ron VanZee at 7:00 pm.

Board members present were Matt Cunningham (Trustee), Julie Collard (Treasurer), Doug Kuebler (Trustee), April Hilton (Deputy Clerk/Recording Secretary), Ron VanZee (Supervisor) and Kristin Baranski (Clerk)

Audience Members signed in: Stan Boris, David Zipp, LuAnne Kozma, Ellis Boal, Jerry Simpson, Kevin Willis, Kathy Simon, Connie Foster, Sherry McCarry, Paul Zardus, Bob Jess, Betty Henne, and Laura Ford.

CALL TO ORDER

Supervisor Ron VanZee called the meeting to order at 7:00 pm.

PLEDGE OF ALLEGIANCE

REVIEWED & APPROVED AGENDA

Add Maple Grove Road Commission Proposal.

Add Hayes Township Generator Purchase.

Mr. Kuebler made a motion, supported by Ms. Baranski to approve the agenda as amended.

Yays: Matt Cunningham, Julie Collard, Doug Kuebler, Ron VanZee, and Kristin Baranski.

Nays: None Motion Carried

PUBLIC COMMENTS:

Public comment opened and closed at 7:03.

Public comments included:

- Asked how the Zoning Administrator enforces the Zoning Ordinance.
- Commented on the latest issue of the Hayes Township Voice.
- Commented on the latest issue of the Hayes Township Voice. Does not feel the board is being transparent.

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- Corrected an error within the correspondence attached by Ellis Boal. Ellis as the Attorney mis-spoke. Would like to see the Hayes Township Voice questions and clarification answered by the Board of Trustees.

Closed at 7:12

APPROVAL OF MARCH 11TH 2024 BOT REGULAR MEETING MINUTES:

Mr. Kuebler made a motion, supported by Ms. Baranski to approve the March 11th, 2024, Board of Trustees regular meeting minutes as presented.

Yeas: Julie Collard, Ron VanZee, Matt Cunningham, Doug Kuebler, and Kristin Baranski.

Nays: None **Motion Carried**

TREASURERS REPORT

Ms. Collard presented a written report reporting all Hayes Township account balances.

CLERKS REPORT: APPROVAL OF WARRANTS

Clerk, Ms. Baranski, presented the warrants in the amount of \$42,828.61.

Ms. Baranski made a motion, supported by Mr. Kuebler, to approve Township warrants out of the General Fund in the amount of \$42,828.61. A roll call was taken.

Yeas: Matt Cunningham, Julie Collard, Ron VanZee, Doug Kuebler, and Kristin Baranski.

Nays: None **Motion Carried**

Ms. Baranski made a motion, supported by Mr. Cunningham to approve the installment payment for the EMS building loan in the amount of \$10,248.13, the total installment payment will be offset 100% by the LCEMSA monthly lease payment. A roll call was taken.

Yeas: Matt Cunningham, Julie Collard, Ron VanZee, Doug Kuebler, and Kristin Baranski.

Nays: None **Motion Carried**

Ms. Baranski made a motion, supported by Ms. Collard to approve the proposal from Austin Hale in the amount of \$1100.28 to install three new closet doors at the Hayes Township Hall and repair the door at the Hayes Township host house.

Yeas: Matt Cunningham, Julie Collard, Ron VanZee, Doug Kuebler, and Kristin Baranski.

Nays: None **Motion Carried**

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COUNTY COMMISSIONER REPORT

Robert Jess presented the County Commissioner Report.

PARKS AND REC. REPORT

The next regular Parks and Rec meeting is April 15th, 2024.

PLANNING COMMISSION

Mr. Cunningham presented the Planning Commission Report. The next regular Planning Commission meeting is April 16th, 2024, at 7:00 pm.

ZONING BOARD OF APPEALS

ZBA did not meet.

ZONING ADMINISTRATOR REPORT

Ron VanZee presented a Zoning Administrator report.
Report available at the Hayes Township Hall.

TRUSTEES:

Mr. Cunningham announced the Skid Pier has been put in. Also suggested the old swim buoys at the Hall need to be removed.

SUPERVISOR REPORT: Ron VanZee presented a supervisor report.

Wanted to let everyone know there has been multiple bear sightings in the area, would like to remind residents to remove food sources for the next month.

MAPLE GROVE RD PAVING PROJECT PROPOSALS:

Ms. Baranski made a motion, supported by Mr. Cunningham to approve the bid proposal from the Tri-County Excavating, LLC in the amount of \$366,920.80 for the Maple Grove Road paving project.

Yeas: Matt Cunningham, Julie Collard, Ron VanZee, Doug Kuebler, and Kristin Baranski.

Nays: None **Motion Carried**

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UNDINE CEMETERY GROUND PENETRATING PROPOSALS:

Ms. Baranski made a motion, supported by Ms. Collard, to approve the proposal from Trimedia in the amount of \$13,950.00 from the ARPA fund, for the Undine Cemetery Ground Penetrating services.

Yeas: Matt Cunningham, Julie Collard, Ron VanZee, Doug Kuebler, and Kristin Baranski.

Nays: None **Motion Carried**

TREE REMOVAL HAYES TOWNSHIP HALL PROPOSALS:

Mr. Kuebler made a motion, supported by Ms. Baranski to approve to proposal from Crandell Logging in the amount of \$500 to remove the tree at the Hayes Township Hall.

Yeas: Matt Cunningham, Julie Collard, Ron VanZee, Doug Kuebler, and Kristin Baranski.

Nays: None **Motion Carried**

ELECTION INSPECTOR APPOINTMENTS:

Ms. Baranski made a motion, supported by Mr. Kuebler to approve the Election inspectors for the May 7th, 2024, special election.

Yeas: Matt Cunningham, Julie Collard, Ron VanZee, Doug Kuebler, and Kristin Baranski.

Nays: None **Motion Carried**

UNDINE CEMETERY LAWN PROPOSALS:

Ms. Baranski made a motion, supported by Mr. Kuebler to approve the proposal from Drost Landscaping for Spring clean-up at Undine Cemetery in the amount of \$850.00.

Yeas: Matt Cunningham, Julie Collard, Ron VanZee, Doug Kuebler, and Kristin Baranski.

Nays: None **Motion Carried**

ROAD MILEAGE RESOLUTION:

Resolution 04082024

HAYES TOWNSHIP ROAD MILLAGE RESOLUTION -:Ms. Baranski made a motion, supported by Mr. Kuebler to adopt the following resolution.

WHEREAS, the Township Board of Hayes Township wishes to provide Road Repair and Maintenance; and

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WHEREAS, townships, may provide Road Repair and Maintenance, as authorized by Public Act 51 of 1951, MCL 247.670; and

WHEREAS, townships may impose and levy ad valorem property taxes to finance lawful public services, as authorized by the Michigan Constitution of 1963 and other laws; and

WHEREAS, the Township Board of Hayes Township wishes to levy 1 mill for Road Repair and Maintenance;

NOW, THEREFORE, BE IT RESOLVED that the Township Board of Hayes Township, Charlevoix County, approves the following millage Ballot question language and directs the Clerk to submit it to be placed on the August 6, 2024 election ballot:

HAYES TOWNSHIP

Proposal to Renew Road Millage

This proposal renews the 1 mill road millage previously approved by the electors that expired after the December 2023 levy.

Shall the limitation on the amount of ad valorem taxes which may be levied by the Township of Hayes, Charlevoix County, Michigan, against taxable property in the township be increased by up to one (1) mill (\$1.00 per \$1,000 of taxable value) for a period of four (4) years, 2024 through 2028, inclusive, for the purpose of providing funds for road repair and maintenance, and shall the Township levy such millage for these purposes? If approved and levied in its entirety, this millage would raise an estimated. \$245,596.41.00 for the Township in 2024.

Roll Call

Doug Kuebler, Matt Cunningham, Ron VanZee, Julie Collard, Kristin Baranski

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CHARELVOIX COMMUNITY POOL RESOLUTION:

Ms. Baranski made a motion, supported by Ms. Collard to approve resolution # 482024b granting a charitable gaming license to the Charlevoix Area Community Pool of Hayes Township for fundraising purposes.

CITY OF CHARLEVOIX EMS ATTORNEY RESPONSE:

Ms. Collard made a motion, supported by Mr. Cunningham to approve Todd Millar the Township attorney to send a letter to the City of Charlevoix EMS.

Yeas: Matt Cunningham, Julie Collard, Ron VanZee, Doug Kuebler, and Kristin Baranski.

Nays: None **Motion Carried**

TOWNSHIP STAFFING POSTION:

Ms. Baranski made a motion, supported by Mr. Kuebler to approve April as the Assistant Zoning Administrator through her training at the hourly rate of \$25 with a minimum of 8 hours a week with a review in 30 days at the May regular Board of Trustee meeting.

Yeas: Matt Cunningham, Julie Collard, Ron VanZee, Doug Kuebler, and Kristin Baranski.

Nays: None **Motion Carried**

HAYES TOWNSHIP GENERATOR PURCHASE:

The Board came to a consensus to research cost of a generator for Hayes Township Hall.

PUBLIC COMMENTS: Public comments opened at 8:10 pm.

Comments included:

- Recommended a generator.
- Concerned the City of Charlevoix letter was kept under Attorney Client privilege.
- Supported the previous comment. Informed the Board they sent a FOIA request to the City of Charlevoix and explained what they received from the City of Charlevoix.
- Asked the board what the Cemetery budget is for this fiscal year.
- Asked when the agenda for the Parks and Rec meeting will be sent out.
- Paul Zardus stated when he was Sexton and first received the records for the Cemetery were a mess and very unclear and makes the job almost impossible. Stated he is appalled as a taxpayer the amount of money goes towards frivolous lawsuits.

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201 - Commented on the March issue of the Hayes Township Voice. Found the letter from
202 Todd Millar disrespectful and has lost respect for the Townships Lawyer. Public
203 comments closed at 8:27 p.m.
204

205 **BOARD OF TRUSTEE COMMENT:**

206 Mr. VanZee clarified the Letter from the attorney in the Voice was from the Township
207 Attorney.

208 Mr. VanZee stated the Clerk can provide a description of the Zoning Administrators job
209 duties.
210

211 **ADJOURNMENT:** Ms. Baranski made a motion, supported by Mr. Kuebler, to adjourn at
212 8:29p.m.

213 Yeas: Matt Cunningham, Julie Collard, Ron VanZee, Doug Kuebler and Kristin Baranski.

214 Nays: None **Motion Carried**

215

216 Respectfully Submitted,

217 April Hilton

218 Hayes Township Deputy Clerk/Recording Secretary



Zoning Administrator Report

May 2024

Zoning Administrator work in progress report for the month of April includes the following:

- Issued zoning permit for a solar array on roof at 8484 Green Sky Road.
- Met with landowner and sent out notices for public hearing for DeWitt Marine scheduled for May 6th, 2024.
- Issued zoning permit for a new Single-Family Residence at 7800 Dalton Road.
- Issued zoning permit for a 30'x 90' attached garage at 06094 Division Street.
- Received and reviewing application for a new home build on Ridgeland's Road.
- Issued zoning permit for a 23'10"x29'8" Deck expansion at 07585 9 Mile Point.
- Working with Charlevoix County Equalization on zoning map corrections.
- Issued zoning permit for a new single-family dwelling with attached garage at 08045 Mulberry Lane.
- Issued zoning permit for a 32'x40' Residential addition at 08142 upper Bayshore Road.
- Inspected a violation on Maple Grove Road concerning lighting and sent a notice letter.
- Issued zoning permit for a 30'x65' accessory structure attached to principal structure with breezeway at 10252 Boyne City Road.
- Conducted Inspections for Compliance.
- Issued zoning permit for Shoreland Improvement at 6605 Woods Creek Drive.
- Issued zoning permit for 34'x35 accessory structure with living area less than a dwelling 11875 N Pa Ba Shan Trail.
- Inspected a violation on Seneca Lane and sent first notice letter.
- Inspected a violation on Hyek Road and sent first notice letter.
- Sent second notice letter for a violation on Eagle Nest Circle.

May 2024 Treasurer Report

(As of May 6, 2024)

Charlevoix State Bank

1. General Fund-\$710,732.41

(\$500,732.41 available, \$210,000 Recommended Reserve)

2. Tax Account-\$9,421.44 *(restricted Treasury Funds)*

3. Township Warrant Checking-\$24,480.01

4. Pantry-\$8,545.47 *(restricted funds)*

5. ARPA *(restricted funds)*-\$141,076.78

6. Fundraising Account-\$12,052.43

Forefront

7. Metro Account-\$66,634.89

8. Prime Share-\$134.76

Horizon

9. Hayes Township Road Fund-\$374,842.10 *(restricted funds)*

Resolution 04082024amended

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Roll Call

Yays:

Hayes Township Road Resolution

3 messages

clerk hayestownshipmi <clerkhayestownshipmi@gmail.com>

Tue, Apr 30, 2024 at 3:56 PM

Reply-To: clerk@hayestownshipmi.gov

To: Kim Kaminski <kaminskik@charlevoixcounty.org>

Kim,

Please find attached the draft minutes from the BOT meeting approving the Road Millage Renewal as well as the signed resolution. Please let me know if you need any additional information from me to get this on the August Ballot.

Thanks, I hope all is well with you.

--

Kristin Baranski
Hayes Township Clerk
9195 Major Douglas Sloan Road
Charlevoix, Michigan 49720
231.547.6961

 20240430162258262.pdf
1437K

Kim Kaminski <kaminskik@charlevoixcounty.org>

Wed, May 1, 2024 at 9:26 AM

To: "clerk@hayestownshipmi.gov" <clerk@hayestownshipmi.gov>

Kristin,

The ballot language states 4 years however, the way the language is written it is for 5 years. It should be 4 years, 2024-2027, inclusive, not 2028. We will need corrected ballot language for this proposal.

Regards,

Kim Kaminski, Chief Deputy Clerk

[203 Antrim Street](#)

[Charlevoix](#), MI 49720

231-547-7200

kaminskik@charlevoixcounty.org

[Quoted text hidden]

Kim Kaminski <kaminskik@charlevoixcounty.org>

Wed, May 1, 2024 at 9:27 AM

To: "clerk@hayestownshipmi.gov" <clerk@hayestownshipmi.gov>

I believe the amount is incorrect as well. \$245,596.41.00? I'm guessing you meant \$245,596.41.

Regards,

Kim Kaminski, Chief Deputy Clerk

[203 Antrim Street](#)

[Charlevoix](#), MI 49720

231-547-7200

kaminskik@charlevoixcounty.org

Fwd: Resignation

1 message

Hayes supervisor <supervisorhayestownshipmi@gmail.com>
To: clerk hayestownshipmi <clerkhayestownshipmi@gmail.com>

Tue, Apr 23, 2024 at 11:46 AM

Sent from my iPhone

Begin forwarded message:

From: Derek Burnett <burnett.pc@outlook.com>
Date: April 23, 2024 at 10:08:52 AM EDT
To: supervisor@hayestownshipmi.gov
Subject: Resignation

I, Derek Burnett, wish to submit this email as a letter of resignation to the Board of Trustees regarding my position as a planning commission member. I have too many other commitments to fulfill, and feel I cannot adequately fulfill the requirements of the position. Thanks,

Derek Burnett.



2010 Cedar Valley Rd. - P.O. Box 696 - Petoskey, MI 49770
P: 231-348-2624 F: 231-348-3852 www.drostlandscape.com

Proposal #28703 Maintenance Contract 2024

Submitted To: Hayes Township Clerk
09195 Old US 31 North
Charlevoix, MI 49720

Project: Hayes Township Clerk
7247-7287 Boyne City Road
Charlevoix, MI 49720

Scope We propose to furnish the following scope of work to complete the above mentioned project:

Spring Clean Up

Estimated Visit(s): 1

Initial Approved _____

\$850.39

Includes labor to remove winter debris from lawn area.
Debris includes: leaves and large sticks.

Debris will be loaded into truck and hauled off site.

Labor- Maintenance Team Leader

Labor- Maintenance Team Member

Initial

Fall Clean Up

Estimated Visit(s): 1

Initial Approved _____

\$2,099.01

Fall cleanup includes removal of leaf and debris in lawn areas on cemetery property. Sticks both large and small will also be cleaned up at this time.

Debris, Disposal

Labor- Maintenance Team Leader

Labor- Maintenance Team Member

Initial

Lawn Mowing

Estimated Visit(s): 11

Initial Approved _____

\$2,885.49

Bi-Weekly lawn cutting, trimming & blowing of site. (11 cuts)

Additional Fall mowing and leaf pickup will be done at Time & Material.

Labor- Lawn Mowing Team Leader

Labor- Lawn Mowing Team Member

Initial

Rainey's Landscaping

Hayes Township
Undine Cemetery

Estimate

- Spring Clean-Up..... \$1,000.00
- Fall Clean-Up..... \$1,000.00
- Lawn Mowing per cut..... \$175.00

Spring clean up includes leaf/stick removal. Fall clean up includes leaf/stick removal. Lawn mowing as needed but I presume it will need bi-weekly cuts for a rough estimate of 15 cuts per season.

B & G Enterprises, LLC
10400 Burnett Rd.
Charlevoix, Mi 49720
231-348-2705
Bgenterprises68@yahoo.com

Date: 5-6-24

Bid: Cemetery '24

Hayes Township
09195 Maj. Douglas Sloan Rd.
Charlevoix, Mi 49720
Attn: Kristin

Service:

Amount:

Monthly Mow (or as needed) per time:

\$375.00

Fall cleanup (1x charge):

\$725.00

Thank you so much for considering us to care for this property!

B & G Enterprises, LLC

Please sign and save a copy as acceptance of this bid.

Sign _____ Date _____

Hayes Township
Position Application

9195 Major Douglas Sloan Rd
Charlevoix, MI 49720
(231) 547-6961

Applicant Name: Carey Cuddelsack Position Requested: Planning Board
Street Address: [REDACTED] Telephone No.: [REDACTED]
City, State & Zip: Charlevoix, MI 49720
Email Address: [REDACTED]
Have you ever been convicted of a felony? Yes ☐ No ☒

Education:

- ① BS Business Administration, Univ. of Nebraska Kearney NE
② MBA International Management, Thunderbird School of International Business, Arizona State Univ.

Please briefly describe your employment history:

Retired Senior Executive with extensive experience in strategy & leadership
please see attached resume.

What attracts you to this position?

I strongly believe in being part of a community by contributing time & effort to help ~~the~~ things that have the most impact on our daily lives happen at the local level and I'd be honored to help with the planning efforts at the township.

State any particular experiences or skills that you believe would further qualify you for this position:

TEAM DYNAMICS & Leadership experience Research skills
CONFLICT RESOLUTION
STRATEGIC THINKING
Financial acumen & experience
writing skills

Reference(s) (Name, Address, Telephone):

Barbara Greenwood Mauldin.

[REDACTED]

Please mail the completed application and any additional information you wish to include to: Hayes Township, 9195 Major Douglas Sloan Rd., Charlevoix, MI 49720. Or you can e-mail the application to clerk@hayestownshipmi.gov

Hayes Township is an Equal Opportunity Employer and will not discriminate among applicants or employees with regard to race, religion, sex, age, national origin, height, weight, marital status, non-disqualifying disability, veteran status or on the basis of any characteristic that is protected by state or federal law.

C:\Users\Clerk\Documents\12 FORMS\Position Application (Final) 2.docx

Carey Cuddeback

5505 Nine Mile Point Drive, Charleston, MI 49720

Phone: 470.972.1848 email: careycuddeback@gmail.com

EXECUTIVE SUMMARY

Senior executive with a proven record of improving profit performance for branded consumer products companies. An innovative leader with strong strategic planning, product development, sourcing, marketing, branding, and team building skills. Able to leverage a unique combination of analytical and creative skills to sort through complex issues and data and develop innovative strategies to dramatically improve results.

PROFESSIONAL EXPERIENCE

CUDDEBACK & COMPANY, LLC, Port Monmouth, NJ 2010 to 2018

Managing Principal, Founder

Recruited as an Independent Contractor by Alix Partners, a large Management Consulting firm based in NYC. Engagements focused on improving product development strategies and processes, global sourcing operations and strategies, organizational design and business realignment, and financial performance improvement. Projects spanned domestic and international geographies, with particular focus on Asia operations and sourcing activities in retail and wholesale apparel, footwear, accessories, sporting goods and home segments.

WALMART STORES, INC. Bentonville, AR 2008-2010

Sr. Vice President, Product Development, Home and Hardlines

Responsible for leading the product development of proprietary brands within the \$14B Home and Seasonal Hardlines divisions. Lead a team of 56 people including Creative/Design, Technical, Quality, Product Development and Packaging to achieve objectives. Directed strategic category assessment efforts to conceptualize product ideas, develop product designs, source products with vendors and ensure proper product and packaging execution of \$7B in private label product for the Better Homes and Gardens, Hometrends, Mainstays, Canopy, Holiday Time, GE and Rival brands. Lead division efforts as part of the Executive leadership team.

- Led efforts to develop over 10,000 SKU's annually across all Home and Seasonal Hardlines merchandise categories.
- Re-engineered development and planning processes resulting in 25% reduction in time resource required to meet decision milestones.
- Partnered with counterpart in Global Procurement (overseas sourcing office) to lead value chain assessment and develop strategies for improved strategic leverage across multiple categories and markets.
- Successfully led large cross functional project team in assessment and business case development for a comprehensive new \$30M product lifecycle management (PLM) system.

ARC INTERNATIONAL NORTH AMERICA New York, NY 2005 – 2007**Chief Marketing and Product Development Officer**

Recruited to improve sales and profit performance of this \$500 Million manufacturer of home décor/tabletop brands including Mikasa, Luminarc and Ralph Lauren. Held P&L responsibility for all brands. Directed staff of 31 with 11 direct reports including Brand Product Development Directors, Chief Creative Officer, VP of Sourcing, and Showroom Management.

- Directed profitability strategies to streamline pricing structures, improve margins, and discontinue unprofitable products. Partnered with Wholesale Sales, Supply Chain, Retail and Finance to improve operating profit +\$10 Million.
- Developed and implemented a brand portfolio strategy, rebuilt the new product pipeline through process improvement, and redirected key brands into expanded trade channels. Achieved \$30 Million in new product sales in 2006.

WATERFORD WEDGWOOD USA Wall, NJ 1998 – 2001**Vice President, Wedgwood Marketing and Sales**

Recruited to improve sales and profit performance for this \$65 Million leading global luxury goods manufacturer. P&L responsibility, directed staff of 41 including eight direct reports in Marketing, Sales, Sourcing, Inventory Management and PR/Events.

- Developed improved marketing, sales and new product strategies, reorganized Sales and Marketing to achieve record level market share, moving from #5 to #2 share in under two years, following ten years of flat sales performance. Profit grew +180%.
- Improved retail sales + 30% with key customers including Macy's, Dillard's, and May Co., via successfully initiating and implementing a co-branding license with Vera Wang, and conducting national PR with Sara Ferguson, Duchess of York.

ALLIED DOMEQ 1992 – 1997**SVP Marketing – U.S. Southfield, MI 1995 – 1997**

Promoted to lead strategy and marketing for the \$500M U.S. spirits division, which included the Kahlua, Canadian Club, Maker's Mark, and Cutty Sark brands. Staff of 33 with five direct reports including Brand Marketing, Trade Marketing and Marketing Services. Directed the development new portfolio strategy for the U.S. In three years grew net profit from \$150 to \$168 Million.

VP Marketing – Allied Domecq International, Los Angeles, CA 1992-1995

Recruited to establish a new global brand strategy and grow this \$250 Million business unit including Kahlua, Tia Maria and Hiram Walker brands. Held P&L responsibility for all brands. Increased worldwide sales of Kahlua +14% and increased group profit +15% within 3 years.

KFC DIVISION OF PEPSICO Los Angeles, CA 1990 – 1992

Director of Marketing, Western Division

MAIDSTONE WINE & SPIRITS (subsidiary of Allied-Domecq) Los Angeles, CA 1987 – 1990

Brand Manager, The Kahlua Group

NESTLE USA Glendale, CA 1983 – 1987

Brand Management roles – Carnation, Fancy Feast, Friskies brands

EDUCATION

Ph.D. Studies in Leadership and Organizational Development 2001-2005

Coursework completed, dissertation pending

Columbia University, Teachers College, NY, NY

Master of International Management

American Graduate School of International Management (Thunderbird), now part of Arizona State University, Tempe, AZ 1983

BS Business Management, University of Nebraska 1979

Hayes Township
Position Application
9195 Major Douglas Sloan Rd
Charlevoix, MI 49720
(231) 547-6961

Applicant Name: Stanley Boris Position Requested: Zoning Board
Street Address: ~~1045~~ ~~Maplewood~~ Telephone No.: ~~231 623 2756~~
City, State & Zip: Charlevoix Mich 49720
Email Address: ~~Stanley Boris~~ ~~@ Outlook com~~
Have you ever been convicted of a felony? Yes ☐ No ☒

Education:

Please briefly describe your employment

history: 50 years construction Steam Fitter

What attracts you to this position?

What To Help get Things going Smoothly

State any particular experiences or skills that you believe would further qualify you for this position:

Farming
Construction
44 years in Township

Reference(s) (Name, Address,

Telephone): Karen Dudgeon ~~Maplewood Rd~~ Charlevoix
~~231 342 7267~~

Please mail the completed application and any additional information you wish to include to: Hayes Township, 9195 Major Douglas Sloan Rd., Charlevoix, MI 49720. Or you can e-mail the application to clerk@hayestownshipmi.gov

Hayes Township is an Equal Opportunity Employer and will not discriminate among applicants or employees with regard to race, religion, sex, age, national origin, height, weight, marital status, non-disqualifying disability, veteran status or on the basis of any characteristic that is protected by state or federal law.

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Hayes Township
Position Application
09195 Old US 31 N
Charlevoix, MI 49720
(231) 547-6961

Applicant Name: Matthew Beng Position Requested: Planning Commission
Street Address: 9578 Pincherm Rd Telephone No.: 231 330 4640
City, State & Zip: Charlevoix MI
Email Address: matt-ntenterprises@yahoo.com
Have you ever been convicted of a felony? Yes ☐ No ☒

Education:

High School, Trade School

Please briefly describe your employment

history: Electrician from age 17. Self employed last 11 years.

What attracts you to this position?

Planning for the future affects all township residents. My goals are to protect individual property owners rights and freedoms.

State any particular experiences or skills that you believe would further qualify you for this position:

Logical / analytical mindset.

Reference(s) (Name, Address, Telephone):

Please mail the completed application and any additional information you wish to include to: Hayes Township, 09195 Old US 31 N., Charlevoix, MI 49720. Or you can e-mail the application to clerk@hayestownshipmi.gov

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101 Char. State Bank Check 2643			Name	Memo	Amount
Check			US BANK	COPIER	-372.01
Check			CHARTER COMMUNICATIONS	HALL PHONE	-157.84
Check			Quill	Office Supplies	-334.24
Check			Visa	Zoom, GLE, Quick Books, Spectrum, Crash Plan, Supplies, Training	-2,361.74
Check			Great Lakes Energy	HALL/STREET LIGHTS/FIRE BARN/PARK	-548.82
Check			PARKER HARVEY LAW	LEGAL SERVICES	-1,239.00
Check			MICHIGAN ASSOCIATION OF PLANNING	ANNUAL DUES	-725.00
Check			KAMMERMANN & BASCOM	AUDIT RESPONSE	-110.00
Check			QUADIENT FINANCE	POSTAGE METER	-255.81
Check			Mitchell Graphics	Newsletter	-982.00
Check			Aimee Gilbert	May 2024 Newsletter	-150.00
Check			HARBOR FENCE COMPANY	LCMS FENCE ARPA	-5,267.00
Check			CRANDELL LOGGING	GRAVE OPENING/CLOSING/HALL TREE	-1,350.00
Check			COMMON ANGLE	ANNUAL HOSTING	-360.00
Check			CHARLEVOIX PEST CONTROL	SPRAY HALL/FIRE BARN	-450.00
Check			BS&A SOFTWARE	ANNUAL ASSESSING/TAX	-1,400.00
Check			BECKETT&RAEDER	PARKS AND REC MAP UPDATE	-1,885.00
Check			GFL ENVIRONMENTAL	PARK DUMPSTER	-76.66
Check			MEGAN CONNIN	HALL RENTAL REFUND	-100.00
Check			LCMS	DOOR LOCK REPLACEMENT	-179.99
POST AUDIT			BACKWOODS BUILDINGS	SHED TRANSPORTATION	-350.00
POST AUDIT			SANDTASTIC BEACH SERVICES	EASTERN AVE BEACH ANNUAL SPRING/FALL CLEAN UP	-1,500.00
POST AUDIT			AUSTIN HALE	HALL CLOSET DOORS ARPA	-1,100.28
POST AUDIT			PAMELA JOHNSON	MARCH PAY PERIOD	-469.54
Check			STATE OF MICHIGAN	38-2352841	-799.97
Check			IRS	38-2352841	-4,799.66
Paycheck			ALISA ABINEY	04/01/2024-04/30/2024	-2,428.60
Paycheck			KRISTIN BARANSKI	04/13/2024-05/12/2024	-3,509.43
Paycheck			EUGENE BRANIGAN	05/07/2024	-224.65
Paycheck			JULIE COLLARD	04/13/2024-05/12/2024	-2,943.87
Paycheck			LESLIE CUNNINGHAM	04/01/2024-04/30/2024	-44.05
Paycheck			MATT CUNNINGHAM	04/13/2024-05/12/2024	-498.64

	Name	Memo	Amount
Paycheck	THOMAS DARNTON	04/01/2024-04/30/2024	-46.17
Paycheck	APRIL HILTON	04/08/2024-05/12/2024	-4,606.70
Paycheck	TERRI HILTON	05/07/2024	-167.38
Paycheck	PAMELA HOOPER-GRIFFITTS	05/07/2024	-158.58
Paycheck	DORIS HOSMER	05/07/2024	-123.34
Paycheck	PAMELA JOHNSON	04/01/2024-05/04/2024	-655.75
Paycheck	DOUGLAS KUEBLER	04/13/2024-05/12/2024	-610.99
Paycheck	STEVE RITTER	05/07/2024	-140.96
Paycheck	NANCY SIMON	05/07/2024	-157.99
Paycheck	RONALD J VAN ZEE	04/13/2024-05/12/2024	-4,254.15
Paycheck	JANICE VEDDER WHIPPLIE	05/07/2024	-290.73
Paycheck	KAREN WOOSTER	05/07/2024	-70.48
Paycheck	PAUL ZARDUS	04/01/2024-04/30/2024	-106.43
			-48,363.45
			-48,363.45

Total 101 Char. State Bank Check 2643

TOTAL

Installment	EMS BUILDING	Offset with Lease Payment	10,248.13
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HAYES TOWNSHIP BOARD OF TRUSTEES

Meeting Date:	May 13 th , 2024
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Location:

Hayes Township Hall

[illegible]

