

TRAVEL
North
TAHOE
NEVADA

AGENDA

Board Meeting
Travel North Tahoe Nevada
Wednesday, November 12th, 2025 3:00 pm

*****NOTE REVISED MEETING DATE*****

Mission Statement

Encourage destination experiences that support a vibrant economy, enhance community character and foster environmental stewardship.

Our Vision

Preserve and enhance a vibrant and innovative destination by leading in stewardship and sustainability.

The Board of Directors of Travel North Tahoe Nevada will hold their monthly meeting on Wednesday November 12th, 2025 beginning at 3:00pm. The meeting will be held at the Travel North Tahoe Welcome Center office located at 969 Tahoe Blvd, Incline Village, NV 89451.

Public Notice

This notice has been properly posted at the following locations: Incline Village Post Office, IVGID Office, Crystal Bay Post Office, Travel North Tahoe Nevada, at <https://travelnorthtahoenevada.com/> and NRS 232.2175 at <https://notice.nv.gov>.

Public Comment

Public Comment will be at the beginning and ending of this meeting and is limited to three minutes. The public is encouraged to comment on all agenda items as well as issues not on the agenda during the Public Comment period. Agenda items may be taken out of order, may be combined for consideration by the Board, and may be removed from the Agenda at any time. Members of the public desiring to speak must complete a "Request to Speak" form and return it to the TNTNV clerk at the beginning of the meeting. Comments based upon viewpoint may not be restricted by the Board.

Supporting Materials

Supporting materials for the meeting are available on the TNTNV website at <https://travelnorthtahoenevada.com/>. Pursuant to NRS 241.020(6), supporting material is made available to the general public at the same time it is provided to the Board. The designated contact to obtain support materials is Greg Long, 969 Tahoe Blvd, Incline Village NV 89451 775-832-1606.

Items on the agenda are for possible action by the Board of Directors unless stated otherwise. Items will not necessarily be considered in the order listed. The Board of Directors may combine two or more agenda items for consideration, may remove an item from the agenda or may delay discussion relating to an item on the agenda at any time.

AGENDA

- | | |
|---|--------------------------------------|
| I. Call to Order/Roll Call | Chair |
| II. PUBLIC COMMENT – Pursuant to NRS 241.020
This is the time for the public to comment on any matter whether or not if it is included on this agenda. | Chair |
| III. Approval of Agenda (For Possible Action) | Chair |
| IV. Approval of September 2025 Board Meeting Minutes (For Possible Action) | Chair |
| V. Fiscal Year End 2025 Financial Report and Tax Returns (15 min)
(For Possible Action) | Long/Steele |
| VI. California Ski Industry Association Program Presentation (30 min) | John Rice, Executive Director |
| VII. Consumer Brand Launch Update (10 min) | Chapman |
| VIII. Review of October 2025 Financial Statements (For Possible Action) (10 min) | Long |
| IX. TART Connect Operation Update (10 min) | Chapman |
| X. Building Remodel Update and Temporary Office Plan (20 min) | Long/Chapman |
| XI. Leisure Sales Update (10 min) | Peterson |
| XII. Community Engagement and Advocacy Update (10 min) | Beiro |
| XIII. Old Business | Chair |
| XIV. New Business <ul style="list-style-type: none">• Tahoe Filmfest (December 4-7)• Nevada Governor’s Conference on Tourism (December 9-10) | Chair |
| XV. Departmental Reports (Report in Packet) <ul style="list-style-type: none">a) Monthly Dashboardb) Conference Salesc) Leisure Salesd) Consumer/Social/Public Relationse) TNTNV Public Relationsf) Community Engagement Reportg) COO Reporth) CEO Report | Chair |
| XVI. Director Comments | Chair |
| XVII. PUBLIC COMMENT – Pursuant to NRS 241.020
This is the time for public to comment on any matter whether or not it is included on the Agenda of this meeting. | Chair |
| XVIII. Adjournment – (For Possible Action) | |



**September 2025 Board Meeting Minutes
Travel North Tahoe Nevada
Wednesday, September 17, 2025, 3:00pm**

I. Call to Order/Roll Call

Eric Roe

The Travel North Tahoe Nevada Board Meeting was called to order at 3:00 by Chair Eric Roe. Roll call was taken. The following members were present: Claudia Andersen, Bill Watson, Darya Shahvaran, Pascal Dupuis, Bill Watson, and Eric Roe. The following TNTNV employees were present: Andy Chapman, President/CEO, Greg Long, Chief Operating Officer, Bart Peterson, Director of Sales, Mike Beiro, Community Engagement & Advocacy Manager, and Kim Warren, Executive Assistant. Others in attendance: Greg Carson and Amy Gelender from 62Above. Legal representation from Reese Ring Velto.

II. PUBLIC COMMENT – Pursuant to NRS 241.020

Eric Roe

This is the time for public to comment on any matter whether or not it is included on the Agenda of this meeting.

None

III. Approval of Agenda

Eric Roe

CEO Andy Chapman highlighted one change in a financial document included in meeting packet - Financial Summary support pages 9 and 10 noted July instead of August.

Motion to adopt the September 17, 2025 agenda with recommended changes by staff by Bill Watson. Second by Pascal Dupuis. Approved.

IV. Approval of July 2025 Board Meeting Minutes

Eric Roe

Motion to approve the July 2025 Board Meeting Minutes by Bill Watson. Second by Pascal Dupuis. Approved.

V. Consumer Rebrand Review

62Above/Chapman

CEO Andy Chapman shared the approaching official launch date of October 6th (CalTravel Summit) and noted the steps for the soft launch. Chapman reviewed the research and data collected by SMARI Research. Chapman shared feedback and trends.

Greg Carson shared everything was founded on the strategy of “Journey Deeper.” He presented the well-received primary logo and color palette. Carson also spoke of social icons & favicons, visual language, and examples of different aspects and use. He highlighted “Dive In” and “Journey Deeper” elements to make us stand out and separate us from competitors.

62Above showed the Destination Video (1min 45seconds). The Board gave compliments regarding the logo animation, storytelling, and voice over. Chapman spoke of the video’s uses and how it will be launched. 62Above also showed the 30-second commercial to punctuate “Dive In.” Bart Peterson shared it speaks to emotions, can be used at conferences and leisure events to reel in viewers, and sets the tone of what we do. Pascal Dupuis provided input regarding social icons and favicons. Claudia Andersen noted the imagery looks fantastic and is different.

Amy Gelender reviewed the Comms Plan which serves like a road map for how media and creative will work together for consumer journey. She spoke of getting people’s attention, making an emotional connection, and convincing them to come off peak and stay longer to experience more and journey deeper. Gelender continued with Launch Milestones and timeline (soft launch, industry launch at Cal Travel Summit at Everline, community events, Connect West).

Chapman highlighted several ways the brand launch will be shared during the CalTravel Summit (branded key card, room drop, brewery collab “*Dive India Pale Ale*”). The Welcome to CalTravel will feature video, branded booth, chalkboard, etc.

The group shared positive reactions; the information was well received by board members while highlighting the excellent creative. Carson shared his appreciation of this partnership.

VI. Review of August 2025 Financial Statements

Greg Long

COO Greg Long replaced pages 9 & 10 in the meeting packet for the actual August Financials. He highlighted specific month end variances in both revenue and expense categories (revenue under budget: Funds Transfers, Concierge [due to timing of Thunderbird Lodge tour sales]). The expenses show Payroll (under budget - pushed bonuses to July) and Snow Removal (over budget – deposit for service). Everything else is due to timing (travel, sponsorships); categories that are hard to forecast.

The August Year-to-Date showed Funds Transfers are down due to decreased TOTs. Long summarized nothing is too concerning and opened discussion for questions.

Move to approve August 2025 Financial Statements by Bill Watson. Second by Darya Shahyaran. Approved.

VII. Room Tax Collection Review and Possible Budget Alignment

Chapman/Long

CEO Andy Chapman reported TOT collections are down about 27%. This is about 10% deficit over the year. Chapman shared the team is looking at cuts to make right now (about \$60,000) and identified contract services, travel, and hospitality as areas for decreased spend. He noted the team is really looking at savings coming from where we fund other people. Chapman also highlighted the priorities of keeping the Strategic Plan in place and serving people who walk in our door. Chapman summarized the reduction of budget alignment will be about \$150,000. The team will monitor.

Pascal Dupuis asked for clarification around revenue shortfalls and provided input on cuts to certain categories. Claudia Andersen asked if this affects partners. Chapman shared that the messaging to our partners is that our ability to fund things in the community are affected by revenue of tourism.

The Board and Staff spoke of future effects on revenue (Hyatt, McWhinney group, TBID efforts).

Full report in packet.

VIII. Designing a Future-Ready Executive Compensation Policy

Board Discussion

Board Chair Eric Roe noted today's discussion is for some direction. CEO Andy Chapman highlighted information in the packet and noted this is an opportunity for a broader conversation regarding where we want to take this organization and executive compensation.

The group opened for discussion – CEO salary range, comp study, other like destinations and budgets. It was reiterated this is an ongoing discussion to occur over next couple of months with the goal of being finalized in March at the Board retreat. Then it can be considered when creating next fiscal year's budget. Chapman's review will be planned for June or May before the budget is created.

Claudia Andersen noted, from board policy, the need to have guardrails, coming into tight times. This provides flexibility and will provide guidance and set expectations.

Chapman passed out a 2025 comp study (merit, cost of living, experience, salary). The CEO Goal Document can be reviewed. Dupuis thinks providing low, medium, high salaries would be helpful.

The group identified the next steps (look at comps, identify what we want to accomplish, planning for additional conversations, perhaps establishing a committee, proposed timeline).

IX. Leisure Sales Update

Bart Peterson

Director of Sales Bart Peterson thanked Eric Roe and his team for hosting last month's Reno Tahoe Territory. COO Greg Long shared this event was a highlight and was the best meeting in three years.

Peterson also reported on site visits, conferences, and FAMs. He shared our Australia representative was on a road show (Niche is Nice), allowing smaller destinations to be highlighted; we were well received. He also shared information on webinars in Canada. Peterson spoke about the 24-hour FAM in mid-October and the luxury forum.

Peterson reported on group programming - five leads go definite and additional 22 leads distributed. He reported on Denise Cmiel's events. Peterson was in San Diego last week (networking, meeting 50 planners). An October 6th email blast will go to 8000 meeting planners and 4000 travel advisors.

X. Community Engagement and Advocacy Update

Mike Beiro

Mike Beiro thanked Bill Watson for activation with Thunderbird Yacht and Boys and Girls Club North Lake Tahoe, getting Club members on the yacht.

This week the Resident Sentiment Survey is being blasting out. TNTNV went through our channels and community partners. Andy Chapman added the survey went live on both IVGID and IVCBA websites. He recognized partners have shared the information, getting increased engagement. Chapman reported survey results are provided every two days and can identify gaps in responses.

Eric Roe inquired how long the survey will be open. Chapman replied surveys tend to be open two weeks. He shared we are trying to get 400-1000 responses for strong community representation. Pascal Dupuis provided input that he thought the survey was long. Mike Beiro shared efforts to have survey information added to local schools' newsletters.

Beiro highlighted the collaboration with IVCBA and progress made. He also shared the close work with UNR. TNTNV will host UNR students and give presentation on what TNTNV does for community. Beiro noted Talkin' Tahoe is on October 15th, featuring the National Weather Service.

Beiro attended One West annual tourism summit in Olympia, Washington. Beiro will have a TNTNV table at Sheriff's Picnic (Aspen Grove). He also reported on the final Community Movie Night and final Tunes on Tap for the season. Events like these foster community connection and help build database for outreach and communication. Beiro shared his upcoming events and lake wide efforts.

XI. Old Business

Eric Roe

None

XII. New Business

Eric Roe

- **Resident Sentiment Survey**

CEO Andy Chapman spoke of the Resident Sentiment Survey and requested help sharing the information (pdfs links, tabling events), pushing for replies in the next couple of weeks. Board members noted how they can share the information.

- **CalTravel Summit**

Chapman noted CalTravel Summit is October 6-8th. Monday we are hosting the Welcome Party. Chapman extended an invite to any board members interested in attending the Welcome or the entire Summit.

- **Nevada Governor's Conference on Tourism**

Chapman reported on the Governor Conference December 9th and 10th in Reno. This is one

of TNTNV's sponsorships to promote consumer brand. Board members may attend final dinner reception and/or the conference. Chapman will send out information.

XIII. Departmental Reports

Eric Roe

- a) **Monthly Dashboard**
- b) **Conference Sales**
- c) **Leisure Sales**
- d) **Consumer Advertising**
- e) **Social/Content**
- f) **Public Relations**
- g) **Community Engagement Report**
- h) **COO Report**
- i) **CEO Report**

All Reports included in meeting packet.

Claudia Andersen posed question regarding investment in Stewardship Council funding and Chapman noted that is committed and already paid for this year.

XIV. Director Comments

Eric Roe

None

XV. PUBLIC COMMENT – Pursuant to NRS 241.020

Eric Roe

This is the time for public to comment on any matter whether or not it is included on the Agenda of this meeting.

None

XVI. Adjournment

Eric Roe

Call to adjourn by Eric Roe. Adjourned at 4:40pm.

Physically disabled persons desiring to attend should contact Greg Long at (775) 832-1606.

Support materials can be found at <https://www.gotahoenorth.com/north-lake-tahoe/business-community/incline-village-crystal-bay-visitors-bureau/>

Public Postings:

Incline Village Post Office

Crystal Bay Post Office

Travel North Tahoe Nevada Welcome Center

IVGID Office

Nevada notices <http://www.notice.nv.gov>

**Incline Village - Crystal Bay
Visitors & Convention Bureau**

dba

Travel North Tahoe Nevada

Financial Statements

June 30, 2025

To the Board of Directors
Incline Village – Crystal Bay
Visitors & Convention Bureau
Incline Village, Nevada

Management is responsible for the accompanying financial statements of Incline Village – Crystal Bay Visitors & Convention Bureau (a nonprofit organization), which comprise the statement of financial position as of June 30, 2025, and the related statements of activities and functional expenses for the year then ended in accordance with accounting principles generally accepted in the United States of America. We have performed a compilation engagement in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. We did not audit or review the financial statements nor were we required to perform any procedures to verify the accuracy or completeness of the information provided by management. We do not express an opinion, a conclusion, nor provide any assurance on these financial statements.

Management has elected to omit substantially all the disclosures and the statement of cash flows required by accounting principles generally accepted in the United States of America. If the omitted disclosures and the statement of cash flows were included in the financial statements, they might influence the user's conclusions about the Organization's financial position, and changes in net assets. Accordingly, these financial statements are not designed for those who are not informed about such matters.

A statement of cash flows for the year ended June 30, 2025, has not been presented. Accounting principles generally accepted in the United States of America require that such a statement be presented when the financial statements purport to present financial position and results of operations.

Carson City, Nevada
November 4, 2025

Incline Village - Crystal Bay
Visitors & Convention Bureau
dba
Travel North Tahoe Nevada
Statement of Financial Position
June 30, 2025

Assets

Cash and cash equivalents	\$ 986,102
Accounts Receivable	243,648
Gift shop inventory	23,925
Investments	306,594
Property and equipment, net	225,449
Intangible Assets, net Assets	<u>5,381</u>
Total Assets	<u>1,791,098</u>

Liabilities and Net Assets

Accounts payable	28,557
Accrued expenses	10,522
Credit Cards payable	14,139
Deferred Revenue	<u>-</u>
	<u>53,219</u>

Net Assets

Without donor restrictions	
Undesignated	<u>1,737,879</u>
Total net assets	<u>1,737,879</u>
Total liabilities and net assets	<u>\$ 1,791,098</u>

Incline Village - Crystal Bay
Visitors & Convention Bureau
dba
Travel North Tahoe Nevada
Statement of Activities
Year Ended June 30, 2025

	<u>Without Donor Restrictions</u>
Revenue, Support, and Gains	
Program service fees	
Interface	\$ 256,492
Gift shop sales	97,536
Less cost of goods sold	<u>(40,694)</u>
Net gift shop sales	56,841
Interest Income	57,256
Federal and state contracts and grants	<u>2,069,067</u>
Total revenue, support, and gains	<u>2,439,658</u>
Expenses	
Program services expense	
Advertising	1,233,871
Infrastructure	-
Interface	<u>215,933</u>
	<u>1,449,804</u>
Supporting services expense	
Management and general	<u>948,107</u>
Total Expenses	<u>2,397,912</u>
Non-Operating Activities	
Loss on Sale of Fixed Assets	<u>-</u>
Change in Net Assets	41,746
Net Assets, Beginning of Year	1,696,133
Prior period adjustment	-
Net Assets, End of Year	<u>\$ 1,737,879</u>

See Accountant's Compilation Report

Incline Village - Crystal Bay Visitors & Convention Bureau

dba

Travel North Tahoe Nevada

Statement of Functional Expenses

Year Ended June 30, 2025

	Program Services				Management	
	Advertising	Infrastructure	Interface	Total	& General	Total
Salaries & Wages	\$ -	\$ -	\$ -	\$ -	\$ 563,028	\$ 563,028
Payroll Taxes	-	-	-	-	16,410	16,410
Pension Plan	-	-	-	-	162,069	162,069
Employee Benefits	-	-	-	-	60,000	60,000
Utilities	-	-	-	-	8,717	8,717
Bank & Credit Charges	-	-	-	-	22,568	22,568
Office Supplies	-	-	-	-	20,825	20,825
Maintenance & Janitorial	-	-	-	-	10,834	10,834
Informational Technical	-	-	-	-	12,957	12,957
Communications	-	-	-	-	7,574	7,574
Building Repairs & Insurance	-	-	-	-	11,594	11,594
Legal & Accounting	-	-	-	-	33,000	33,000
Contract Services	193,647	-	-	193,647	-	193,647
Remote Offices	42,000	-	-	42,000	-	42,000
Equipment Lease & Maint.	-	-	-	-	2,282	2,282
Dues & Subscriptions	16,808	-	-	16,808	-	16,808
Travel & Lodging	23,177	-	-	23,177	-	23,177
Employee Training	-	-	-	-	2,244	2,244
Meeting Expenses	-	-	-	-	3,222	3,222
Local Transportation	-	-	-	-	1,521	1,521
Hospitality in Market	10,246	-	-	10,246	-	10,246
Advertising	653,439	-	-	653,439	-	653,439
Sponsorships & Sustainability Initiative	297,956	-	-	297,956	-	297,956
Co-Op Bill Back	(8,170)	-	-	(8,170)	-	(8,170)
Printing Expense	784	-	-	784	-	784
Miscellaneous	-	-	-	-	2,298	2,298
Payroll Service	-	-	-	-	1,852	1,852
Freight & Shipping Costs	-	-	-	-	491	491
Registrations	3,983	-	-	3,983	-	3,983
Concierge Expense	-	-	215,933	215,933	-	215,933
Cost of Goods Sold	-	-	40,694	40,694	-	40,694
Depreciation & Amortization	-	-	-	-	4,621	4,621
Total expenses by function	1,233,871	-	256,627	1,490,499	948,107	2,438,606
Less expenses included with revenues on the statement of activities	-	-	-	-	-	-
Gift shop cost of goods sold	-	-	(40,694)	(40,694)	-	(40,694)
Total expenses included in the expense section on the statement of activities	\$ 1,233,871	\$ -	\$ 215,933	\$ 1,449,804	\$ 948,107	\$ 2,397,912

See Accountant's Compilation Report

Oct 2025 Financial Summary Report

Oct Month End Variance Report

REVENUE

- 46000 Merchandise Sales: Over budget due to higher gift shop sales
- R250 Fund Transfers: Under budget due to lower TOT collections
- R252 Interest Income: Under budget due to less money invested
- R277 Concierge: Over budget due to good late season ticket sales

EXPENSES

- 0305 Payroll: Under budget due to less staff
- 0316 PERS: Under budget due to lower payroll costs
- 0320 Health Insurance: Over budget due to higher premiums than budgeted
- 0321 Employee Training: Under budget due to no opportunities
- 0405 Bank and Credit Card Charges: Under budget due to lower credit card usage
- 0430 Building Repairs: Over budget due to architectural services
- 0460 Contract Services: Under budget due to cost saving measures
- 0504 Registrations: Over budget due to Outlook Forum registrations
- 0601 Hospitality in Market: Over budget due to timing and pending bill back
- 0690 Sponsorship: Under budget due to timing of payments
- 0691 Shuttle Subsidy: Over budget due to timing of payments
- 0692 Sustainability Initiatives: Under budget due to timing

Oct Year to Date Variance Report

REVENUE

- R250 Fund Transfers: Under budget due to lower TOT collections
- 50002 Concierge Expense: Over budget due to higher sales

EXPENSES

- 0305 Payroll: Under budget due to less staff
- 0321 Employee Training: Under budget due to no opportunities
- 0430 Building Repairs: Over budget due to architectural services
- 0460 Contract Services: Under budget due to cost saving measures
- 0473 Dues and Subscriptions: Over budget due to timing of renewals
- 0504 Registrations: Over budget due to Cal Travel extra attendees
- 0601 Hospitality in Market: Over budget due to timing and pending bill back
- 0692 Sustainability Initiatives: Under budget due to timing of payments
- 0725 Uniforms: Under budget due to delay in ordering

INCLINE VILLAGE CRYSTAL BAY

October 2025

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Income				
46000 Merchandise Sales	11,030.20	7,000.00	4,030.20	157.57 %
R250 Fund Transfers	225,001.42	298,130.00	-73,128.58	75.47 %
R252 Interest Income	2,009.61	4,000.00	-1,990.39	50.24 %
R277 Concierge	10,083.50	8,000.00	2,083.50	126.04 %
Total Income	\$248,124.73	\$317,130.00	\$ -69,005.27	78.24 %
Cost of Goods Sold				
50000 Cost of Goods Sold				
50001 Cost of Goods Sold Merchandise	4,849.36	3,500.00	1,349.36	138.55 %
50002 Concierge Expense	7,365.50	7,040.00	325.50	104.62 %
Total 50000 Cost of Goods Sold	12,214.86	10,540.00	1,674.86	115.89 %
Total Cost of Goods Sold	\$12,214.86	\$10,540.00	\$1,674.86	115.89 %
GROSS PROFIT	\$235,909.87	\$306,590.00	\$ -70,680.13	76.95 %
Expenses				
0305 Payroll	44,519.71	46,607.00	-2,087.29	95.52 %
0314 State Employer Taxes	92.87	950.00	-857.13	9.78 %
0315 Federal Unemployment	4.10	20.00	-15.90	20.50 %
0316 Public Employees Retirement Sys	14,522.76	14,482.00	40.76	100.28 %
0319 Employer Medicare/Soc Sec	893.68	950.00	-56.32	94.07 %
0320 Health Insurance	7,481.67	6,342.00	1,139.67	117.97 %
0321 Employee Training		1,000.00	-1,000.00	
0400 Utilities				
0401 Utilities- Electric	140.43	180.00	-39.57	78.02 %
0402 Utilities-Gas & Heat	45.50	65.00	-19.50	70.00 %
0403 Utilities- Water & Refuse	542.49	460.00	82.49	117.93 %
Total 0400 Utilities	728.42	705.00	23.42	103.32 %
0405 Bank & Cr Card Charges	780.86	1,800.00	-1,019.14	43.38 %
0410 Office Supplies & Expenses	537.09	1,250.00	-712.91	42.97 %
0411 Maintenance/Janitorial	600.00	800.00	-200.00	75.00 %
0412 IT - Computers	96.41	250.00	-153.59	38.56 %
0420 Postage & Freight	156.00	50.00	106.00	312.00 %
0421 Communications	608.70	650.00	-41.30	93.65 %
0422 Printing Expenses	620.50	500.00	120.50	124.10 %
0430 Building Repairs & Insurance	1,885.80	400.00	1,485.80	471.45 %
0451 Legal & Accounting Services	2,750.00	2,750.00	0.00	100.00 %
0460 Contract Services	7,254.50	15,400.00	-8,145.50	47.11 %
0461 Remote Offices	3,500.00	3,500.00	0.00	100.00 %
0462 Equipment Lease & Maint.	212.74	300.00	-87.26	70.91 %
0473 Dues & Subscriptions	196.81	0.00	196.81	
0501 Travel & Lodging	2,101.82	2,000.00	101.82	105.09 %
0504 Registrations	1,698.00	250.00	1,448.00	679.20 %
0505 Local Transportation/Car	784.00	0.00	784.00	

INCLINE VILLAGE CRYSTAL BAY

October 2025

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
0507 Meeting Expenses		250.00	-250.00	
0601 Hospitality in Market	6,558.46	1,000.00	5,558.46	655.85 %
0622 Advertising Co-op	45,833.00	45,833.00	0.00	100.00 %
0623 Regional Marketing Programs		500.00	-500.00	
0650 Payroll Expense	143.00	150.00	-7.00	95.33 %
0690 Sponsorship		10,000.00	-10,000.00	
0691 Shuttle Subsidy/Sponsorship	10,130.00	10,130.00	0.00	100.00 %
0692 Sustainability Initiatives		20,000.00	-20,000.00	
51100 Freight and Shipping Costs	76.23	100.00	-23.77	76.23 %
Total Expenses	\$154,767.13	\$188,919.00	\$ -34,151.87	81.92 %
NET OPERATING INCOME	\$81,142.74	\$117,671.00	\$ -36,528.26	68.96 %
Other Expenses				
8001 Co-op Bill Back	955.85		955.85	
Ask My Accountant	-40,683.45		-40,683.45	
Total Other Expenses	\$ -39,727.60	\$0.00	\$ -39,727.60	0.00%
NET OTHER INCOME	\$39,727.60	\$0.00	\$39,727.60	0.00%
NET INCOME	\$120,870.34	\$117,671.00	\$3,199.34	102.72 %

INCLINE VILLAGE CRYSTAL BAY

July - October, 2025

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Income				
46000 Merchandise Sales	49,617.56	47,000.00	2,617.56	105.57 %
R250 Fund Transfers	747,165.42	1,017,828.00	-270,662.58	73.41 %
R252 Interest Income	13,251.60	16,000.00	-2,748.40	82.82 %
R277 Concierge	172,367.00	170,500.00	1,867.00	101.10 %
Total Income	\$982,401.58	\$1,251,328.00	\$ -268,926.42	78.51 %
Cost of Goods Sold				
50000 Cost of Goods Sold				
50001 Cost of Goods Sold Merchandise	23,733.69	23,500.00	233.69	100.99 %
50002 Concierge Expense	155,225.00	150,040.00	5,185.00	103.46 %
Total 50000 Cost of Goods Sold	178,958.69	173,540.00	5,418.69	103.12 %
Total Cost of Goods Sold	\$178,958.69	\$173,540.00	\$5,418.69	103.12 %
GROSS PROFIT	\$803,442.89	\$1,077,788.00	\$ -274,345.11	74.55 %
Expenses				
0305 Payroll	251,411.97	266,723.00	-15,311.03	94.26 %
0313 Employers Insurance of Nevada	538.00	525.00	13.00	102.48 %
0314 State Employer Taxes	684.67	1,440.00	-755.33	47.55 %
0315 Federal Unemployment	115.08	130.00	-14.92	88.52 %
0316 Public Employees Retirement Sys	58,004.64	57,836.00	168.64	100.29 %
0319 Employer Medicare/Soc Sec	5,511.09	5,750.00	-238.91	95.85 %
0320 Health Insurance	23,620.61	22,490.00	1,130.61	105.03 %
0321 Employee Training		3,000.00	-3,000.00	
0400 Utilities				
0401 Utilities- Electric	569.88	730.00	-160.12	78.07 %
0402 Utilities-Gas & Heat	141.36	195.00	-53.64	72.49 %
0403 Utilities- Water & Refuse	2,142.48	1,780.00	362.48	120.36 %
Total 0400 Utilities	2,853.72	2,705.00	148.72	105.50 %
0405 Bank & Cr Card Charges	6,977.21	7,200.00	-222.79	96.91 %
0410 Office Supplies & Expenses	4,930.53	5,000.00	-69.47	98.61 %
0411 Maintenance/Janitorial	3,240.25	3,200.00	40.25	101.26 %
0411.5 Snow Removal	1,000.00	0.00	1,000.00	
Total 0411 Maintenance/Janitorial	4,240.25	3,200.00	1,040.25	132.51 %
0412 IT - Computers	440.90	1,000.00	-559.10	44.09 %
0420 Postage & Freight	240.00	200.00	40.00	120.00 %
0421 Communications	2,434.01	2,600.00	-165.99	93.62 %
0422 Printing Expenses	1,168.93	1,000.00	168.93	116.89 %
0430 Building Repairs & Insurance	14,491.26	5,450.00	9,041.26	265.89 %
0451 Legal & Accounting Services	11,000.00	11,000.00	0.00	100.00 %
0460 Contract Services	30,424.50	57,700.00	-27,275.50	52.73 %
0461 Remote Offices	14,000.00	14,000.00	0.00	100.00 %
0462 Equipment Lease & Maint.	831.67	1,000.00	-168.33	83.17 %
0473 Dues & Subscriptions	8,599.42	1,810.00	6,789.42	475.11 %

INCLINE VILLAGE CRYSTAL BAY

July - October, 2025

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
0474 License & Fees	20.00	12.00	8.00	166.67 %
0501 Travel & Lodging	6,468.93	8,000.00	-1,531.07	80.86 %
0504 Registrations	6,466.00	1,000.00	5,466.00	646.60 %
0505 Local Transportation/Car	864.57	250.00	614.57	345.83 %
0507 Meeting Expenses	201.89	1,000.00	-798.11	20.19 %
0601 Hospitality in Market	7,172.57	4,000.00	3,172.57	179.31 %
0622 Advertising Co-op	183,332.00	183,332.00	0.00	100.00 %
0623 Regional Marketing Programs	1,771.86	2,000.00	-228.14	88.59 %
0650 Payroll Expense	614.00	600.00	14.00	102.33 %
0690 Sponsorship	51,450.00	50,000.00	1,450.00	102.90 %
0691 Shuttle Subsidy/Sponsorship	20,260.00	20,260.00	0.00	100.00 %
0692 Sustainability Initiatives	42,454.00	75,000.00	-32,546.00	56.61 %
0725 Uniforms		5,000.00	-5,000.00	
0730 Special Promotional Items		2,000.00	-2,000.00	
51100 Freight and Shipping Costs	566.81	850.00	-283.19	66.68 %
Total Expenses	\$764,161.09	\$825,063.00	\$ -60,901.91	92.62 %
NET OPERATING INCOME	\$39,281.80	\$252,725.00	\$ -213,443.20	15.54 %
Other Expenses				
8001 Co-op Bill Back	-327.96		-327.96	
Ask My Accountant	-40,683.45		-40,683.45	
Total Other Expenses	\$ -41,011.41	\$0.00	\$ -41,011.41	0.00%
NET OTHER INCOME	\$41,011.41	\$0.00	\$41,011.41	0.00%
NET INCOME	\$80,293.21	\$252,725.00	\$ -172,431.79	31.77 %