



In-Person

1. Call to Order
2. Roll Call - Verification of a quorum
3. Public Appearances
4. Reading and Approval Minutes
 - [a.](#) 1000 Islands Environmental Center Committee Minutes of March 20, 2025
5. Financial Report
 - [a.](#) Amended February Financial Report
 - [b.](#) March Financial Report
6. Correspondence
 - [a.](#) March Donation Report
 - [b.](#) 1st Quarter Usage Report
7. The Friends of 1000 Islands Report
8. Naturalist Report
 - [a.](#) March Naturalist Report
9. Committee Reports
 - a. Administrative/Finance Committee Reports
 - [i.](#) Community Foundation Endowment 2024 Statement & 2025 Distribution
 - [ii.](#) Golden Investment Statement
 - b. Education Committee Report
 - c. Building & Grounds Committee Reports
10. Old Business
11. New Business
 - [a.](#) Great Lakes Sediment and Nutrient Reduction Program (GLSNRP) Grant - Overview by John Neumeier
 - [b.](#) 1000 Islands Committee Bylaws Updates
12. Good of the Center
 - a. Seedling Sale Distribution - Friday, April 25 & Saturday, April 26
 - [b.](#) 2024 - 2025 Committee Members Listing
13. Next Meeting - Thursday, May 15, 2025
14. Adjournment

NOTICES

THIS MEETING IS ACCESSIBLE TO THE HANDICAPPED. IF REQUESTED THREE (3) DAYS PRIOR TO THE MEETING, A SIGN LANGUAGE INTERPRETER WILL BE MADE AVAILABLE AT NO CHARGE.

1000 Islands Environmental Center Mission Statement: To provide children, adults and families the knowledge and skills needed to build a sustainable balance among the environment, economy and community through education, conservation and recreation.



Minutes for 1000 Islands Environmental Center Committee Meeting on Thursday, March 20, 2025

Members Present Hietpas, Jakel, Rumbuc, Eggleston, Manion, White, Breitzman, Pautz, and Van Berkel

Not Present West

Also Present Brad Garrity and Cassandra Kohls

White called the meeting to order at 6:33 PM. A quorum was present.

Public Appearances None

February 20, 2025, Committee Meeting Minutes

Pautz recommended changing the next Committee date from 3/7/25 to 3/20/25. Under New Business, change "Post Crescent" to "Times-Villager" and "Kat Berge" to "Kathy Breitzman" for bird diorama assistance. Manion moved to approve the February 20, 2025, meeting minutes with these corrections; Hietpas seconded. Motion carried.

Financial Reports

Pautz suggested the Kaukauna Area School District (KASD) pay in two installments instead of one lump sum. Van Berkel confirmed the KASD payment was received in October 2024. The Committee questioned the gift shop's February Actuals, which Kohls will review and revise. Jakel moved to approve and file the February financial report; Van Berkel seconded. Motion carried.

Donation Report

Eggleston asked about the payment from Kaukauna Utilities (KU). Kohls confirmed KU donated the cost of tree seedlings to 1000 Islands in two installments, both of which have been received. The nursery has been paid in full. Manion moved to approve and file the February donation report; Jakel seconded. Motion carried.

Friends of 1000 Islands Report

Hietpas thanked the Committee for their assistance with the Pancake and Porkie Breakfast, which served 294 adults and 90 children. Funds raised were similar to last year, with Manion noting higher attendance. They ran out of applesauce, plates, and napkins. The Committee appreciated the new pancake press and griddles, and pre-cooked sausage, all of which worked well this year. Due to a malfunctioning coffee pot, Friends will consider purchasing a new one, along with a recommended hand mixer and a heavy-duty bowl to replace a broken one. The new syrup bottles were effective, and Mickey Mouse-shaped pancakes were popular with children. Standard portion sizes were suggested to reduce food waste. The event raised approximately \$2,500, with Thrivent contributing \$250 via an action team card.

Maple sap collection is slow this year, but some syrup will be available in the gift shop. The flowering trees will shorten the season.

The Art Fair is scheduled for Sunday, May 18, 2025.

Naturalist's Report

Garrity announced a new program for Earth Day featuring yoga by Unknown Yogi, story time, River View Art Show, snacks/craft, and self-guided hikes.

Garrity highlighted the summer programs and introduced new offerings: Plein Air Art, Trivia/Pizza Party, Hike on Island 3, Dog Walk with a Naturalist, 1000 Little Wonders Saturday Edition, and Dames Rocket and Garlic Mustard Games. The Moonlit Luminary Hike, initially canceled in February, was rescheduled for March. The Luminary Hike on March 7 attracted 600 participants.

The snowshoe rental season lasted two days, with a few snowshoes rented.

Radtko completed the boardwalk project ahead of schedule. Benches and signage will be installed throughout the summer, and railings will be adjusted after settling in spring. Five swamp pans will also be addressed. A ribbon-cutting ceremony will be held later.

Siding replacement is in progress, with some exterior lighting updated. Gonnering is set to paint the door frames white, and some damaged/missing soffit will be replaced. Eggleston praised the siding color and the Street Department's work. Jabber was temporarily relocated to the front office due to construction noise. Hietpas requested adjustments to structures impeding siding installation on the northwest side of the Nature Center.

Admin and Finance Sub-Committee

No report

Education Sub-Committee

A meeting is scheduled for April 3, 2025, at 10:00 AM at 1000 Islands.

Building & Grounds

Eggleston requested a meeting to set priorities and evaluate costs for the Capital Improvement Plan and Operational Budget. Committee agreed to discuss this further.

A meeting will be scheduled to discuss the lighted crossing. Manion suggested reaching out to John Neumeier for cost estimates. Garrity mentioned that the County has approved the "trail crossing ahead" signs. The Street Department will create and install the signs.

Old Business

Garrity reported that honeybees will not be purchased in 2025 due to insufficient time to train staff in beekeeping, amend the necessary ordinance, and order a colony and beekeeping equipment. The City Attorney has requested an enclosure around the beehive, which will need to be included in the budget. Eggleston inquired about the reason for the enclosure, and Garrity explained it is to keep people away from the bees.

Garrity stated Comprehensive Conservancy Zone Planning is underway. Outagamie County Land Conservation Department (OC LCD) has applied for a grant to address three areas of concern on the Hoersch property. OC LCD has proposed constructing a step pool and filling in a gully. Access to the project area could be obtained through the existing easement. Garrity suggested a certified survey to confirm the lot lines near the easement area.

Radtko's lumber quote for replacing the bridge by the kayak launch was too high. Staff will procure lumber to repair the bridge instead.

New Business

Goats from Mulberry Lane Farm will be at 1000 Islands from June 9 - June 23. The ordinance permitting their presence on the property will be presented to the Council.

An Eagle Scout project to install stairs to the creek to improve accessibility for crayfishing is underway. The Eagle Scout is currently drafting plans. Swamp pans may be used to eliminate permit requirements. Vosters is verifying the property ownership for the planned construction area.

Good of the Center

Garrity thanked the Committee.

Next Committee Meeting

The next Committee Meeting will be on April 17, 2025, at 6:30 PM in the Nature Center building.

Adjournment

There being no further business, Manion moved to adjourn the March 20, 2025, Committee Meeting at 7:37 PM. Seconded by Hietpas. Motion carried.

Cassandra Kohls, Administrative Assistant

City of Kaukauna
1000 Islands Environmental Center
Budget vs. Actuals
From January to February 2025
(Amended)

Account	February Actuals	YTD Amount	Budget Amount	Amount Over Budget	% of Budget
Ordinary Income/Expense					
Income					
4391 - Kaukauna School Dist Aids		\$0.00	\$15,000.00	(\$15,000.00)	0.00%
4392 - Outagamie County Aids		\$10,000.00	\$10,000.00	\$0.00	100.00%
4694 - Facilities/Building Rental (Taxable)	(\$9.44)	\$165.56	\$1,500.00	(\$1,334.44)	11.04%
4695 - Facilities/Building Rental (Non-Taxable)	\$125.00	\$325.00	\$500.00	(\$175.00)	65.00%
4696 - Programing Fees	\$175.00	\$527.00	\$7,000.00	(\$6,473.00)	7.53%
4716 - Gift Shop Sales	\$147.53	\$712.28	\$6,000.00	(\$5,287.72)	11.87%
4802 - Donations & Contributions	\$5,984.12	\$39,596.12	\$45,000.00	(\$5,403.88)	87.99%
4810 - Interest Income		\$741.17	\$7,500.00	(\$6,758.83)	9.88%
4910 - Env Center Restricted Donate		\$321.40	\$0.00	\$321.40	0.00%
4911 - Fundraising Sales	\$905.97	\$1,165.97	\$0.00	\$1,165.97	0.00%
4912 - Animal Care - Jabber	\$40.00	\$60.00	\$0.00	\$60.00	0.00%
4913 - Memorial Purchases	\$1,200.00	\$1,200.00	\$0.00	\$1,200.00	0.00%
Total - Income	\$8,568.18	\$54,814.50	\$92,500.00	(\$37,685.50)	59.26%
Expense					
5101 - Regular Payroll	\$14,122.29	\$24,971.46	\$179,421.00	(\$154,449.54)	13.92%
5104 - Temporary Payroll		\$0.00	\$6,620.00	(\$6,620.00)	0.00%
5107 - Overtime Pay	\$9.41	\$9.41	\$0.00	\$9.41	0.00%
5151 - Retirement Plan	\$840.76	\$1,484.48	\$10,599.00	(\$9,114.52)	14.01%
5154 - Social Security	\$918.51	\$1,636.06	\$12,152.00	(\$10,515.94)	13.46%
5157 - Group Health Insurance	\$3,742.48	\$7,872.96	\$41,310.00	(\$33,437.04)	19.06%
5160 - Group Life Insurance	\$12.62	\$25.24	\$133.00	(\$107.76)	18.98%
5163 - Workers Compensation	\$283.25	\$666.22	\$3,767.00	(\$3,100.78)	17.69%
5205 - Seminar Expenses		\$0.00	\$2,500.00	(\$2,500.00)	0.00%
5208 - Travel - City Business		\$0.00	\$200.00	(\$200.00)	0.00%
5211 - Education & Memberships		\$0.00	\$500.00	(\$500.00)	0.00%
5260 - Animal & Bird Care	\$47.38	\$96.60	\$2,000.00	(\$1,903.40)	4.83%
5264 - Programs	\$307.57	\$764.88	\$4,500.00	(\$3,735.12)	17.00%
5276 - Conservancy Zone Maint		\$0.00	\$4,000.00	(\$4,000.00)	0.00%
5303 - Communications	\$50.00	\$100.00	\$900.00	(\$800.00)	11.11%
5306 - Heating Fuels	\$502.21	\$502.21	\$3,000.00	(\$2,497.79)	16.74%
5309 - Water Sewer & Electric	\$816.45	\$816.45	\$10,000.00	(\$9,183.55)	8.16%
5312 - Maintenance - Buildings	\$316.65	\$366.68	\$4,500.00	(\$4,133.32)	8.15%
5315 - Maintenance - Office Equipment	\$118.21	\$243.19	\$1,500.00	(\$1,256.81)	16.21%
5318 - Maintenance - Automotive		\$0.00	\$500.00	(\$500.00)	0.00%
5325 - Contractual Services	\$887.50	\$1,772.54	\$12,000.00	(\$10,227.46)	14.77%
5334 - Printing Expense		\$0.00	\$400.00	(\$400.00)	0.00%
5401 - Office Supplies	\$32.76	\$71.39	\$600.00	(\$528.61)	11.90%
5404 - Clothing Expense		\$0.00	\$700.00	(\$700.00)	0.00%
5407 - Automotive Supplies		\$44.44	\$300.00	(\$255.56)	14.81%
5410 - General Supplies		\$1.53	\$1,500.00	(\$1,498.47)	0.10%
5416 - Custodial Supplies	\$139.17	\$295.46	\$1,000.00	(\$704.54)	29.55%
5431 - Postage		\$0.00	\$100.00	(\$100.00)	0.00%
5440 - Concession Product	\$97.09	\$354.78	\$3,700.00	(\$3,345.22)	9.59%
5499 - Miscellaneous	\$17.64	\$17.64	\$1,500.00	(\$1,482.36)	1.18%
5897 - Restricted Funds - Animal Care/Jabber	\$79.43	\$79.43	\$0.00	\$79.43	0.00%
5898 - Restricted Funds	\$3,820.12	\$3,820.12	\$0.00	\$3,820.12	0.00%
5904 - Trails & Walking Bridges		(\$7,189.57)	\$0.00	(\$7,189.57)	0.00%
Total - Expense	\$27,161.50	\$38,823.60	\$309,902.00	(\$271,078.40)	12.53%
Net Income	(\$18,593.32)	\$15,990.90	(\$217,402.00)	\$233,392.90	-7.36%

Lines bolded in Red are 201 Accounts

City of Kaukauna
1000 Islands Environmental Center
Budget vs. Actual
January - March 2025

Financial Row	March Actuals	YTD Amount	Budget Amount	Amount Over Budget	% of Budget
Ordinary Income/Expense					
Income					
4391 - Kaukauna School Dist Aids		\$0.00	\$15,000.00	(\$15,000.00)	0.00%
4392 - Outagamie County Aids		\$10,000.00	\$10,000.00	\$0.00	100.00%
4694 - Facilities/Building Rental (Taxable)	\$125.00	\$290.56	\$1,500.00	(\$1,209.44)	19.37%
4695 - Facilities/Building Rental (Non-Taxable)	\$200.00	\$525.00	\$500.00	\$25.00	105.00%
4696 - Programing Fees	\$733.00	\$1,260.00	\$7,000.00	(\$5,740.00)	18.00%
4716 - Gift Shop Sales	\$482.74	\$1,195.02	\$6,000.00	(\$4,804.98)	19.92%
4802 - Donations & Contributions	\$518.25	\$40,114.37	\$45,000.00	(\$4,885.63)	89.14%
4810 - Interest Income		\$741.17	\$7,500.00	(\$6,758.83)	9.88%
4910 - Env Center Restricted Donate		\$652.29	\$0.00	\$652.29	0.00%
4911 - Fundraising Sales	\$2,985.23	\$4,151.20	\$0.00	\$4,151.20	0.00%
4912 - Animal Care - Jabber	\$20.00	\$80.00	\$0.00	\$80.00	0.00%
4913 - Memorial Purchases	\$1,425.00	\$2,625.00	\$0.00	\$2,625.00	0.00%
Total - Income	\$6,489.22	\$61,634.61	\$92,500.00	(\$30,865.39)	66.63%
Expense					
5101 - Regular Payroll	\$14,049.18	\$39,020.64	\$179,421.00	(\$140,400.36)	21.75%
5104 - Temporary Payroll		\$0.00	\$6,620.00	(\$6,620.00)	0.00%
5107 - Overtime Pay		\$9.41	\$0.00	\$9.41	0.00%
5151 - Retirement Plan	\$833.58	\$2,318.06	\$10,599.00	(\$8,280.94)	21.87%
5154 - Social Security	\$910.88	\$2,546.94	\$12,152.00	(\$9,605.06)	20.96%
5157 - Group Health Insurance	\$3,342.48	\$11,215.44	\$41,310.00	(\$30,094.56)	27.15%
5160 - Group Life Insurance	\$12.62	\$37.86	\$133.00	(\$95.14)	28.47%
5163 - Workers Compensation	\$284.81	\$951.03	\$3,767.00	(\$2,815.97)	25.25%
5205 - Seminar Expenses		\$0.00	\$2,500.00	(\$2,500.00)	0.00%
5208 - Travel - City Business		\$0.00	\$200.00	(\$200.00)	0.00%
5211 - Education & Memberships	\$175.00	\$175.00	\$500.00	(\$325.00)	35.00%
5260 - Animal & Bird Care	\$34.89	\$131.49	\$2,000.00	(\$1,868.51)	6.57%
5264 - Programs	\$148.26	\$913.14	\$4,500.00	(\$3,586.86)	20.29%
5276 - Conservancy Zone Maint	\$37.78	\$37.78	\$4,000.00	(\$3,962.22)	0.94%
5303 - Communications	\$50.00	\$150.00	\$900.00	(\$750.00)	16.67%
5306 - Heating Fuels	\$431.13	\$933.34	\$3,000.00	(\$2,066.66)	31.11%
5309 - Water Sewer & Electric	\$798.86	\$1,615.31	\$10,000.00	(\$8,384.69)	16.15%
5312 - Maintenance - Buildings	\$130.39	\$497.07	\$4,500.00	(\$4,002.93)	11.05%
5315 - Maintenance - Office Equipment	\$53.75	\$296.94	\$1,500.00	(\$1,203.06)	19.80%
5318 - Maintenance - Automotive	\$35.28	\$35.28	\$500.00	(\$464.72)	7.06%
5325 - Contractual Services	\$832.70	\$2,605.24	\$12,000.00	(\$9,394.76)	21.71%
5334 - Printing Expense		\$0.00	\$400.00	(\$400.00)	0.00%
5401 - Office Supplies		\$71.39	\$600.00	(\$528.61)	11.90%
5404 - Clothing Expense		\$0.00	\$700.00	(\$700.00)	0.00%
5407 - Automotive Supplies		\$57.21	\$300.00	(\$242.79)	19.07%
5410 - General Supplies		\$1.53	\$1,500.00	(\$1,498.47)	0.10%
5416 - Custodial Supplies	\$236.72	\$532.18	\$1,000.00	(\$467.82)	53.22%
5431 - Postage		\$0.00	\$100.00	(\$100.00)	0.00%
5440 - Concession Product	\$42.04	\$396.82	\$3,700.00	(\$3,303.18)	10.72%
5499 - Miscellaneous	\$62.30	\$79.94	\$1,500.00	(\$1,420.06)	5.33%
5897 - Restricted Funds - Animal Care/Jabber		\$79.43	\$0.00	\$79.43	0.00%
5898 - Restricted Funds		\$3,820.12	\$0.00	\$3,820.12	0.00%
5904 - Trails & Walking Bridges	\$191,123.96	\$183,934.39	\$400,000.00	(\$216,065.61)	45.98%
Total - Expense	\$213,626.61	\$252,462.98	\$709,902.00	(\$457,439.02)	35.56%
Net Income	(\$207,137.39)	(\$190,828.37)	(\$617,402.00)	\$426,573.63	30.91%
Lines bolded in red are 201 accounts					
Park & Pool Capital - 422					

1000 Islands Donation Report

Donations Posted: March 2025

Account: 201-48501-4802

Date	Name	Memo	Amount
2/14/2025	Donation in Memory of Shirley Ann Schmidt	Memorial Donation - transferred to endowment	\$ (100.00)
3/3/2025	General Donation	Collection Bins	\$ 74.00
3/3/2025	David and Ellen Vissers	Memorial Donation - In memory of Rose Mary Green	\$ 250.00
3/10/2025	Community Foundation	Memorial Donation - transferred to endowment	\$ (250.00)
3/18/2025	General Donation	Luminary Hike Donations (collection bins)	\$ 176.25
3/18/2025	General Donation	Collection Bins	\$ 138.00
3/18/2025	General Donation	Women in Nature	\$ 100.00
3/28/2025	General Donation	Collection Bins	\$ 130.00
		TOTAL:	\$ 518.25

Account: 201-48501-4910 - Env Center Restricted Donate

Date	Name	Memo	Amount
3/31/2025	Journal Entry (JE751)	Interest on 1000 Islands Restricted Cash	\$ 347.55
		TOTAL:	\$ 347.55

Account: 201-48501-4911 - Fundraising Sales

Date	Name	Memo	Amount
3/18/2025	Seedling Sales less sales tax		\$ 2,985.23
		TOTAL:	\$ 2,985.23

Account: 201-48501-4912 - Jabber

Date	Name	Memo	Amount
3/18/2025	Gift Shop	Jabber	\$ 20.00
		TOTAL:	\$ 20.00

Account: 201-48501-4913 - Memorial Purchases

Date	Name	Memo	Amount
2/6/2025	Susan Hinkens	In Memory of George Anderson (Trails)	\$ 50.00
2/8/2025	Charles and Grace Fuller	In Memory of George Anderson (Trails)	\$ 25.00
2/11/2025	Faye Binsfeld	In Memory of George Anderson (Trails)	\$ 20.00
2/18/2025	Marcia and Michael Veltus	In Memory of George Anderson (Trails)	\$ 50.00
3/13/2023	Janice Meulemans	Memorial Bench in Memory of Gary Meulemans	\$ 1,200.00
3/27/2023	Cash collection	In Memory of George Anderson (Trails)	\$ 80.00
		TOTAL:	\$ 1,425.00

Other Donations Received in March

	N/A		

1000 Islands Dashboard
1st Quarter 2025

Item 6.b.

Date	Attendance	Group Name	Purpose	Kauk School	Other School	District Code	Kauk Group	Other Group	Kauk Scouts	Other Scouts	Kauk Res	Other Res	Outagamie Co	District Codes
1/1/25	9	River Valley Outdoorsmen	Building Use - Meeting			9						9		
1/6/25		Boy Scout Troop 104/31	Building Use - Troop Meeting											
1/8/25	40	Park Community Charter	Off-site Program: Polar Animals/Penguins	40					40		40			
1/9/25	40	Tanner Early Learning Center	Where do they go in winter?	10					10		10			
1/9/25	10	Public Program	Junior Naturalist							10	3			
1/10/25	8	Public Program	1000 Little Wonders: Eagles						4	4	8			
1/10/25	8	Paragon	Lunch on their own			8								
1/11/25	50	Public Program	Bird House Building Workshop						25	25	50			
1/12/25	10	Friends of 1000 Islands	Building Use - Annual Meeting						5	5	10		A	Appleton
1/13/25		Boy Scout Troop 104/31	Building Use - Troop Meeting										B	Brillion
1/14/25	9	Paragon	Lunch on their own			9							C	Clintonville
1/15/25	29	St. Ignatius Catholic School	Where do they go in winter?	29	P				29		29		CO	Coleman
1/16/25	80	Tanner Early Learning Center	Where do they go in winter?	40					40		40		CR	Crivitz
1/17/25	50	Public Program w/Library	Storybook Walk and Adventure						25	25	50		D	Day Care/Preschool
1/20/25		Boy Scout Troop 104/31	Building Use - Troop Meeting										DM	Denmark
1/22/25	44	Park Community Charter	Off-site Program: Sound/Light	44					44		44		DP	De Pere
1/25/25	1600	Public Program	Eagle Days						800	800	800		F	Freedom
1/27/25		Boy Scout Troop 104/31	Building Use - Troop Meeting										GB	Green Bay
1/31/25	10	Paragon	Lunch on their own			10							H	Hortonville
2/1/25	12	Public Program	Tree Planting & Care Workshop						6	6	12		HA	Home School Association
2/3/25		Boy Scout Troop 104/31											HI	Hilbert
2/5/25	10	River Valley Outdoorsmen	Building Use - Meeting			10					10		HS	Howard-Suamico
2/5/25	46	NDLC	What Am I? Who Gives a Hoot?	46					46		46		K	Kimberly
2/6/25	8	Public Program	Junior Naturalist							8	3		L	Little Chute
2/10/25		Boy Scout Troop 104/31	Building Use - Troop Meeting										M	Menasha
2/12/25	61	Tanner Early Learning Center	Where do they go in winter?	61					61		61		N	Neenah
2/13/25	10	Paragon	Lunch on their own			10							NH	New Holstein
2/14/25	17	Public Program	1000 Little Wonders: Penguins						8	9	17		OS	Oshkosh
2/14/25	0	Public Program	Moonlit Sweetheart Hike - Canceled due to weather										OC	Oconto Falls
2/17/25		Boy Scout Troop 104/31	Building Use - Troop Meeting										OP	Online Public School
2/21/25	41	Tanner Early Learning Center	Where do they go in winter?	41					41		41		P	Parochial/Private
2/24/25		Boy Scout Troop 104/31	Building Use - Troop Meeting										R	Reedsville
2/28/25	46	Park Community Charter	Off-site Field Trip: Weather	46					46		46		RI	Ripon
3/1/25	100	Public Program	J&R Exotic Pet Surrender						50	50	100		S	Seymour
3/3/25		Boy Scout Troop 104/31	Building Use - Troop Meeting										W	Wrightstown
3/4/25	81	River View Middle School	Rock/Landforms	81					81		81		WR	Wisconsin Rapids
3/5/25	40	St. Paul Lutheran Elem.	Survival Skills / Native American Respect	40	P						40			
3/5/25	9	River Valley Outdoorsmen	Building Use - Monthly Meeting			9					9			
3/6/25	15	Zion Lutheran Wayside	Sugarbush	15	P					15				
3/6/25	48	Immanuel Lutheran	Orienteering	48	P						48			
3/6/25	9	Public Program	Junior Naturalist							9	3			
3/7/25	75	Sunrise Elementary	Off-site: Career Day	75	K						75			
3/7/25	600	Public Program	Last Light Luminary Hike						300	300	600			
3/8/25	20	WI Assoc for Gifted & Talented	Maple Syrup Program				20							
3/8/25	24	River Valley Outdoorsmen	Building Use - Banquet			24					24			
3/10/25		Boy Scout Troop 104/31	Building Use - Troop Meeting											
3/12/25	33	Valley Christian School	Sugarbush Survival Skills	33	P									
3/13/25	33	Valley Christian School	Sugarbush Survival Skills	33	P									
3/14/25	9	Public Programs	1000 Little Wonders: Robins						4	5	9			
3/15/25	384	Friends of 1000 Islands	Pancake & Porkie Breakfast						192	192	384			
3/16/25	50	Boy Scout Troop 104/31	Court of Honor and FOS Meeting				50							
3/17/25	20	River Valley Outdoorsmen	Hunter Safety Class			20								
3/17/25		Boy Scout Troop 104/31	Building Use - Troop Meeting											
3/18/25	35	St. Mary of the Immaculate Conception	Bald Eagle Nature Games Shelter Bldg Nature Walk	35	P						35			
3/18/25	22	River Valley Outdoorsmen	Hunter Safety Class			22					22			
3/19/25	30	XYZ Program	Sugarbush								30			
3/21/25	50	Public Program with Library	Storybook Walk and Adventure						25	25	50			
3/22/25	30	Women in Nature	Off-site Program: Bald Eagle Presentation							30	30			
3/25/25	60	Green Bay YMCA	Sugarbush	60	GB					60				

1000 Islands Dashboard
1st Quarter 2025

Item 6.b.

3/26/25	25	Primrose Retirement Community	Invasive Species Management/Goats					25					25			
3/27/25	15	Improved Living	Lunch on their own													
3/27/25	20	River Valley Outdoorsmen	Hunter Safety Class				20						20			
3/31/25		Boy Scout Troop 104/31	Building Use - Troop Meeting													
TOTALS	3872			359	339	6	105	65	50	0	1769	1534	2914			

1000 Islands Environmental Center

Naturalist Report – March 2025

Brad Garrity, Naturalist – 1000 Islands Environmental Center

Terri Vosters – Director - Community Enrichment

Community Enrichment Department

Community Enrichment Summer Program Guide was released the second week in March.

Electric City River Jam Music Festival is set for June 18-21. Looking for volunteers for the beer tent, tickets sales, and food tents.

Grignon Mansion will open for guided tours June 14 and run each 2/4 weekend of the month from 11:00am-3:00pm.

Live! At Hydro Park Music Series will begin June 11 and run for 10 weeks every Wednesday evening from 5:30-8:30PM.

Farmers Market will begin June 4 and run each Wednesday from 4:30-8:00PM.

Aquatic Center will have its first full season, opening June 9. Splash Pad will open Memorial Day weekend.

Admin Finance

We received the year end statement from the Endowment.

Cassie has been working with city Marketing and Communications Manager Andrea Fencil on learning how to update the city calendar and the functionality of the City's new website. We are hoping to migrate the 1000 Islands page/URL to the city's website and continue to weigh the benefits of what that would offer to our customers.

Eric and Kat completed the City's ALICE training.

Education

Bald Eagle Ecology Presentation to 30 participants at the "Women in Nature" retreat in Marion, WI on Sat, March 23rd. The club made a \$150 donation to 1000 Islands.

Bald Eagle Ecology Presentation at Primrose Retirement community in Appleton.

Wisconsin Talented and Gifted used our facility for their annual meeting. Brad spent the day with the students doing some of the survival skills challenges and the Sugar Bush program.

We had many school groups come through the center this year for the Sugar Bush program and interest continues to grow. We will hope to work with Friends to establish some additional scheduled cooking times to invite the community out to see the process and perhaps draw interest from new volunteers.

Green Bay YMCA brought 2 groups of students to the Center for Spring Break enrichment programming.

The Goat Team had their kickoff meeting to begin planning for the Spring season. The goats will be on site June 9th-23rd. Terri has been working to get the resolution passed to allow the goats on site, and Eric worked with a corporate group from Excellerate to install fencing for the first browsing area.

We had the March XYZ meet-up at the Nature Center. Approximately 30 seniors attended a pizza party and presentation by Naturalist Garrity. Thanks to Ali Engels and Director Vosters for their work coordinating the lunch and inviting us to be involved.

River Valley Outdoorsmen hosted the Spring DNR Hunter Safety course over 2 weeks in March. They had approximately 15 participants.

Building and Grounds

The boardwalk rebuild has been completed! There is some final finishing work that will happen as the ground settles to adjust posts and sections of the boardwalk where the swamp pans have started to settle. Benches will begin to be installed in late May/early June, and we are in the process of determining signage needs and the pricing.

It has been decided that we will snowblow as much of the boardwalk as possible in the winter when we get over 2" of snow or multiple days of snow that add up. This is for accessibility and safety. This will be monitored in the future for continued need and feasibility.

Our siding project has wrapped up. Special thanks to the Kaukauna Street Department for their time and effort installing the siding, to Drexel for the timely and quality building materials, to staff for managing to work with 3 weeks of constant hammering on the building, and to the citizens of Kaukauna for the investment into the Nature Center. We have gotten many compliments on the updated look and the color that was selected. We will look into getting a new 1000 Islands sign for the building as the old wooden lettering was not in condition to be reused.

Springtime means more usage and inevitably some graffiti. We have had some graffiti at the Nelson Overlook and Eric/DPW continue to work on removal. We will paint the cement footings at the overlook in a natural color to aid in quickly covering any future graffiti.

We got materials quotes and have been working with Pete Nelson to rebuild the bridge by the culvert at Hwy Z/Old Hwy Z. We will be getting supplies from Drexel and using trail funds from our restricted account to pay for the bridge. Street Department will provide the labor.

Eric presented the safety minute at the last Safety Committee meeting on the topic of the importance of sleep.

B&G meeting has been postponed to be rescheduled for late April. We will discuss the Comprehensive Plan and upcoming projects to help the committee advise on our CIP requests.

Other

Friends of 1000 Island hosted the annual Pancake and Porkie Breakfast with the support of staff and many volunteers. Staff helped find and coordinate volunteers, including students from KHS National Honor Society, Fox Valley Tech Environmental Ed classes. We served over 400 people again this year, and the day was a success. New equipment that was donated by Friends and lessons learned from the past few years since taking over the breakfast from Kiwanis proved very helpful in making the event run smoothly.



City of Kaukauna
144 W 2nd Street
Kaukauna WI
54130
United States

Item .i.

Cash Sale

#CS5845

1/31/2025

Bill To
General Customer - Clerk
United States

TOTAL

\$421.64

Payment Method	Check #
Check	79934

Quantity	Item	Options	Rate	Amount
1	EC16 - Interest Income 1000 Islands Endowment Fund		\$421.64	\$421.64

Subtotal	\$421.64
Tax (%)	
Total	\$421.64



CS5845



1000 Islands Endowment Fund

Available for Distribution 2025

\$ 421.64

This amount will be available beginning on January 1, 2025, and added to any remaining amount available for distribution.

Thank you for choosing the Community Foundation as your partner to strengthen the Fox Valley region. We look forward to our continued partnership and helping you make an impact in our community in 2025 and beyond.

Sincerely,
The Community Foundation Team



1000 Islands Endowment Fund
December 01, 2024 through December 31, 2024

Fund Activity Summary (Unaudited)

Balance as of December 01, 2024	\$293,735.83
Investment Returns	
Investment Income	\$ 890.57
Realized Gain/(Loss)	\$ 65.86
Unrealized Gain/(Loss)	(\$5,866.25)
Investment Returns total	(\$4,909.82)
Fund Fees	
Administrative Fees	\$ 139.69
Investment Manager Fees	\$ 19.94
Fund Fees total	\$ 159.63
Balance as of December 31, 2024¹	\$288,666.38



1000 Islands Endowment Fund

Fund Financial Information as of December 31, 2024

Amount Available for Distribution² **\$0**

Current Fund Assets

Endowment Fund Pool	\$288,666.38
Total	\$288,666.38

Outstanding Fund Liabilities

No outstanding liabilities for the fund

Notes to Statements

1. Grants are recorded in the month they are recommended regardless of scheduled payment date(s) and show in "Grants and Scholarships paid" section. The result of this accounting treatment is the fund may show a negative end balance. For example, a fund issues a grant for \$30,000 payable over three years. The fund will show a grant paid of \$30,000 and the fund balance will be reduced by the full \$30,000.
2. If the fund has a multi-payment grant scheduled, the current amount available for distribution will be reduced by the future payments. If the fund has a multi-payment grant, please contact your Community Foundation staff contact to determine the amount available for distribution for the fund.



1000 Islands Endowment Fund
December 01, 2024 through December 31, 2024

Fund Activity Detail

Contributions

No contributions were received this statement period.

Grants Awarded

No grants were awarded this statement period.



The Bank of Kaukauna
P.O. Box 320
Kaukauna, WI 54130
bankofkaukauna.com | 920.766.4674

Statement Ending 03/31/2025

Item .ii.

1000 ISLANDS ENVIRO CENTER

Page 1 of 2

Customer Number: XXXX6816

Managing Your Accounts



Bank

The Bank of Kaukauna



Address

264 West Wisconsin Ave
Kaukauna, WI 54130



Phone

(920) 766-4674



Website

Bankofkaukauna.com

>000327 8704575 0001 93432 10Z

00341991
MSP 744
1000 ISLANDS ENVIRO CENTER
MEMORIAL ENDOWMENT FUND
1000 BEAULIEU CT
KAUKAUNA WI 54130-2597



Summary of Accounts

Account Type	Account Number	Ending Balance
GOLDEN INVESTMENT	XXXX6816	\$13,374.82

GOLDEN INVESTMENT - XXXX6816

Account Summary

Date	Description	Amount
01/01/2025	Beginning Balance	\$13,366.58
	1 Credit(s) This Period	\$8.24
	0 Debit(s) This Period	\$0.00
03/31/2025	Ending Balance	\$13,374.82

Interest Summary

Description	Amount
Interest Earned From 01/01/2025 Through 03/31/2025	
Annual Percentage Yield Earned	0.25%
Interest Days	90
Interest Earned	\$8.24
Interest Paid This Period	\$8.24
Interest Paid Year-to-Date	\$8.24
Average Available Balance	\$0.00

Other Credits

Date	Description	Amount
03/31/2025	INTEREST AT .2500 %	\$8.24

Overdraft and Returned Item Fees

	Total for this period	Total year-to-date
Total Overdraft Fees	\$0.00	\$0.00
Total Returned Item Fees	\$0.00	\$0.00





MEMO

Engineering Department

To: 1000 Islands Environmental Center Committee
From: John Neumeier, Director of Public Works/City Engineer
Date: 4/17/2025
Re: Great Lakes Sediment and Nutrient Reduction Program (GLSNRP) Grant Application for 1,000 Islands

Background information:

Outagamie County Land Conservation Department (LCD) has offered to help the City apply for Great Lakes Sediment and Nutrient Reduction Program (GLSNRP) Grant to provide restoration and stabilization projects within the 1,000 Islands Conservancy, on/near the former Hoersch property. Some photos, background material, and cost-share information produced by LCD is attached to this memo. More information on the grant program can be found at: www.glc.org/work/sediment

The proposed regenerative stormwater conveyance for ravine stabilization is a somewhat new and innovative practice. It utilizes more natural solutions to restore and protect ravines and outfalls while providing stormwater management benefits. A short article helping to explain the practice is attached. This project is also completing a Total Maximum Daily Load (TMDL) Action item for the City, providing a Total Suspended Solids and Total Phosphorus reduction to the Lower Fox River basin.

For the grant application, we have requested a letter of support from Plan Commission, which also serves as our City Stormwater Advisory Board, along with Board of Public Works, Common Council, and this 1,000 Islands Committee.

Strategic Plan: This restoration project shows the City's commitment to be respectful stewards of the environment. The cooperation of 1,000 Islands, Outagamie County LCD, and the City to complete this restoration work and to look for alternate funding source are great examples of collaboration and fiscal responsibility. With the possibility of a grant, we can stretch the City CIP dollars from

one small project, into an all-encompassing project to significantly reduce the erosion issues and create an innovation solution as an example for our region.

Along with the restoration, trail improvements will make the area more accessible and increase the number of visitors to the 1,000 Islands Hoersch Memorial (eastern-most) trails.

Budget: The City has budgeted \$100,000 in the 2025 Capital Improvement Plan for restoration projects on this property. Those funds would be used as the local match if awarded a grant.

Staff Recommended Action:

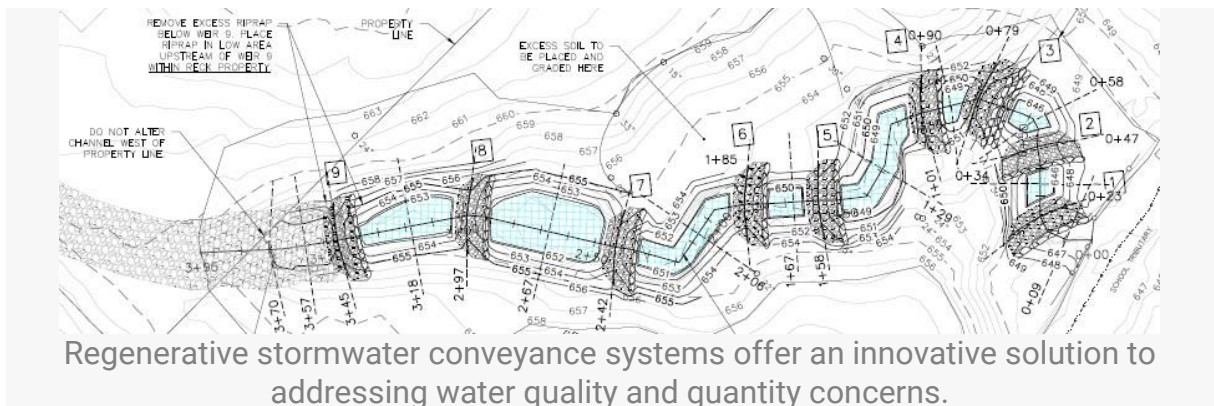
Motion for authorize the Committee Chair (or Naturalist) to send a Letter of Support from the committee for a Great Lakes Sediment and Nutrient Reduction Program (GLSNRP) Grant Application for 1,000 Islands Ravine Stabilization.

Not Your Everyday Stormwater Conveyance System

October 19, 2020 - Riley Stone, Civil Engineer for raSmith

While the design of swales, infiltration practices, ponds, or storm sewer can be common practice, regenerative stormwater conveyance systems can be used as a substitute in many situations and provide a number of benefits. Regenerative stormwater conveyances offer a unique solution to addressing water quality and quantity concerns.

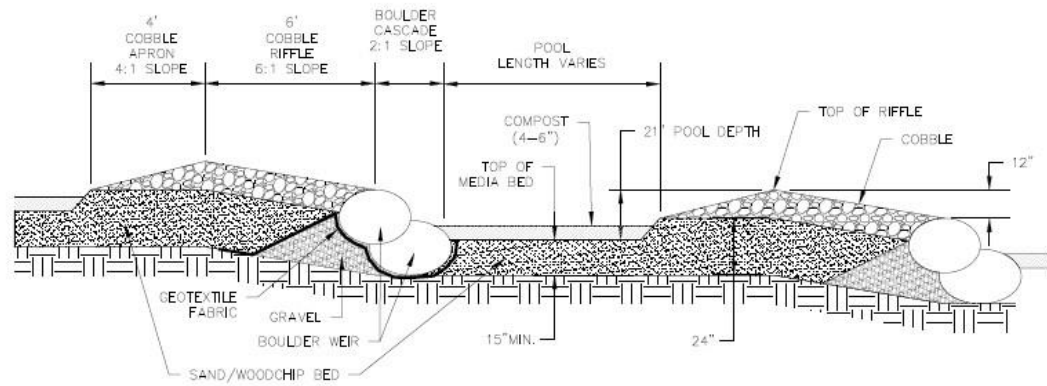
Regenerative stormwater conveyances are synonymous with regenerative step pool storm conveyance, regenerative stream channel and biofiltration conveyance, along with many other names. The similarity with all of these systems is that they work to convey and treat stormwater runoff using a series of riffles and pools of sand/woodchip media beds. Regenerative stormwater conveyances can be used to stabilize erosive channels or as a stormwater system for new developments or even as a retrofit to old and/or failing systems.



How do regenerative stormwater conveyances work?

Regenerative stormwater conveyances consist of a series of riffles and pools. The diagram below shows a typical profile section of a regenerative stormwater conveyance. Stormwater enters the system into a pool and depending on the characteristics of a particular site, this could be a plunge pool filled with riprap or it could be the start of sand/woodchip media beds. Once the runoff enters this bed, it will either infiltrate (small storms) into the media bed or it will start to pond (larger storms).

As the pools start to pond in larger storms, the runoff will spill over a parabolic-shaped weir constructed of cobbles. These cobbles will vary in size but typically have a diameter of approximately six inches. Once the ponding water overtops the weir, it will move over and through the cobble riffle and cascade down a set of large boulders into a second pool. When the runoff reaches the second pool, the process repeats itself with multiple weirs and pools, depending on the length and gradient of the system, until it reaches its ultimate discharge point.



This diagram shows the standard components of a regenerative stormwater conveyance system.

The Benefits of Regenerative Stormwater Conveyances

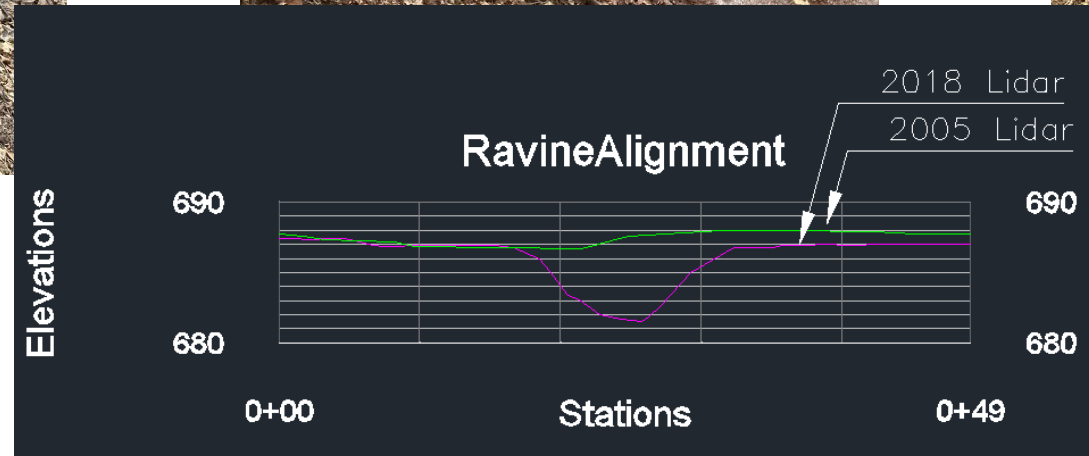
Regenerative stormwater conveyances provide significant energy dissipation, which is why these systems are often used to replace degraded, highly erosive channels and ravines. The slowing of water as it moves through the system allows for vegetation growth and reduces the chances of future erosion. The rock weirs help to spread out the flow path of runoff, which can help pass larger rain events in a safer manner. The pools help to infiltrate stormwater and settle out any pollutants that enter the stormwater system. The pools also provide detention during rain events that will help reduce flooding downstream of the system. Not only do regenerative stormwater conveyances provide all of the benefits mentioned above, but they also provide a diverse habitat for the surrounding wildlife and can be aesthetically pleasing.

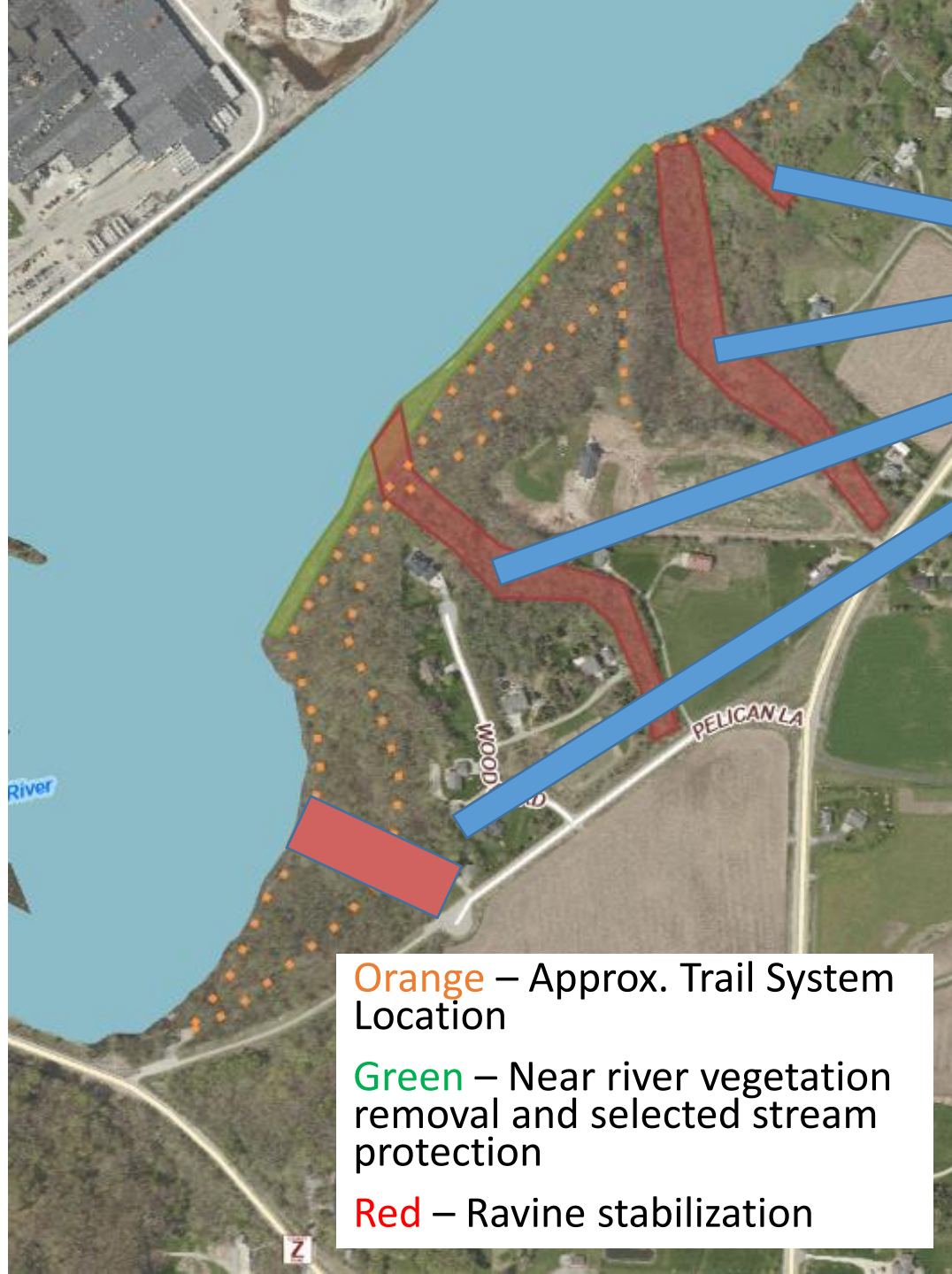


Regenerative stormwater conveyance was effectively used for the Reck South Ravine stabilization project in Kenosha County, WI.

Current Ravine Conditions

Item 11.a.



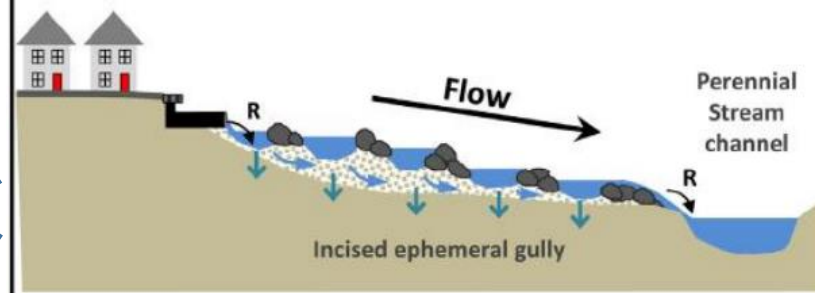


Orange – Approx. Trail System Location

Green – Near river vegetation removal and selected stream protection

Red – Ravine stabilization

Step-pool stormwater conveyance: Longitudinal view



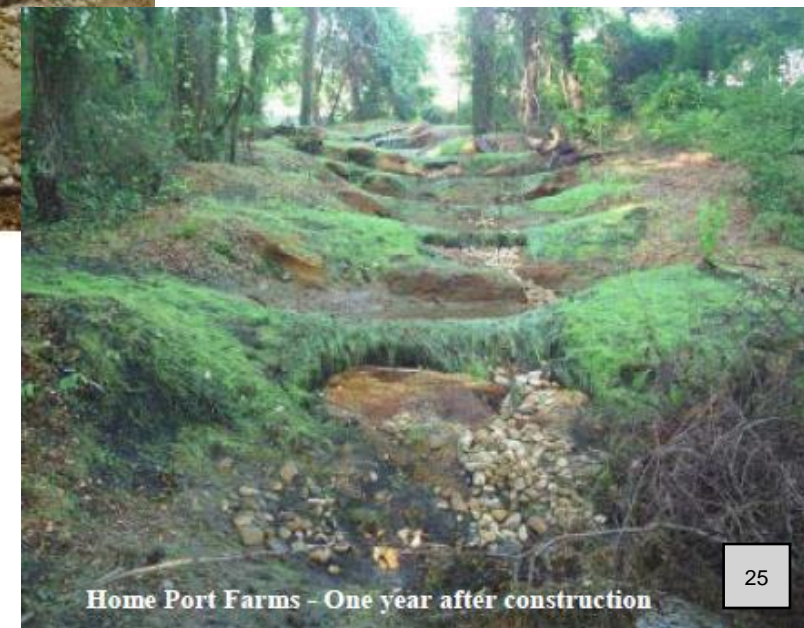
Legend

- Native bedrock
- Sand seepage bed
- Infiltration
- Lateral subsurface flow
- Stormwater runoff

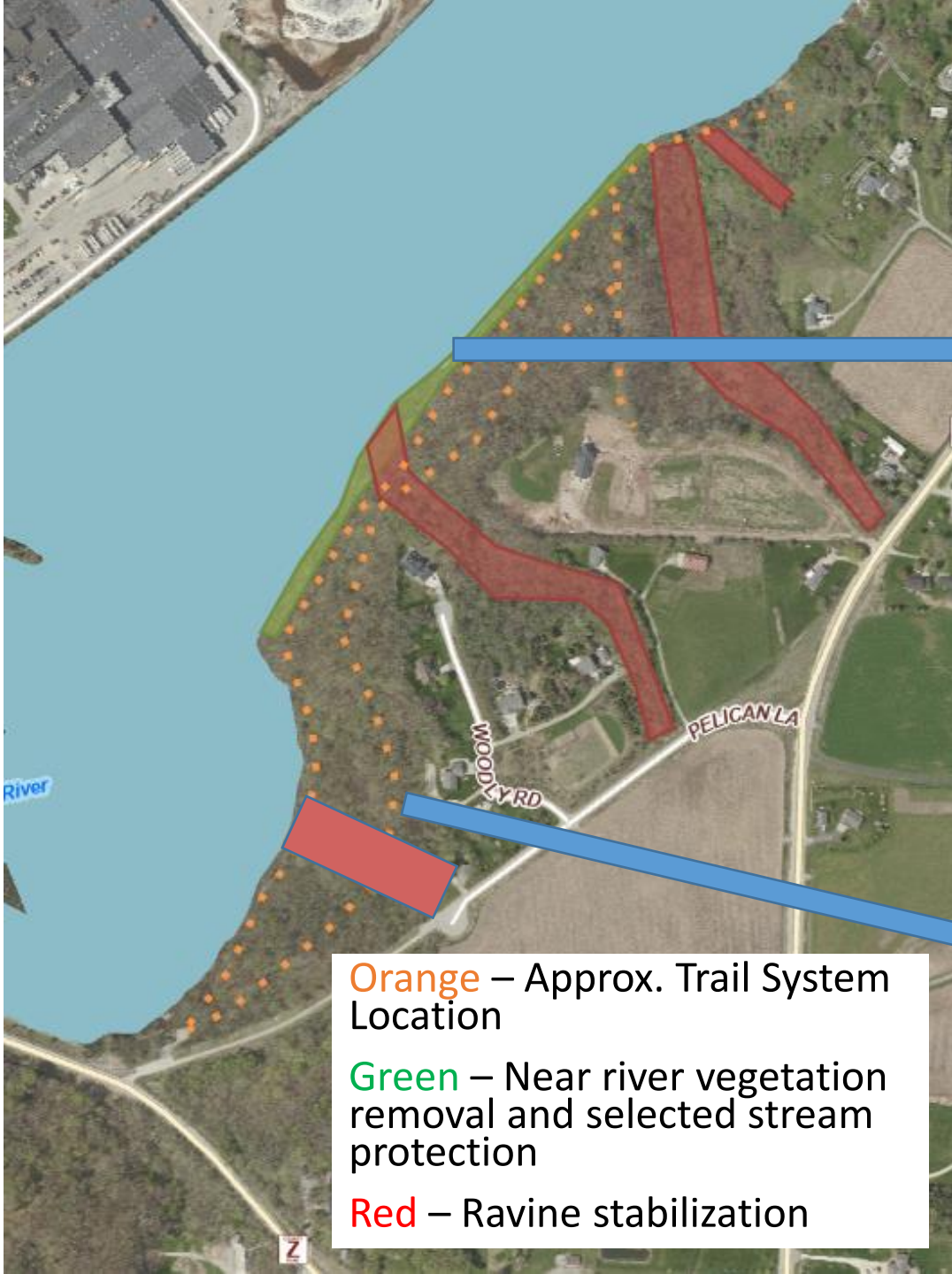
Item 11.a.



Home Port Farms - Immediately after



Home Port Farms - One year after construction



Orange – Approx. Trail System Location
Green – Near river vegetation removal and selected stream protection
Red – Ravine stabilization



Near stream tree removal replaced with native plantings. Also shows bio-engineering to protect the toe.



Re-use woodchips from removed trees to improve the walking trails. Great opportunity for volunteers!

ESTIMATED COST - THOUSAND ISLANDS							
Item	Units	Quantity	Unit Cost	Total	GLSNRP	City	In Kind
Trail Prep and Stabilization	Job	1	\$10,000.00	\$10,000.00	\$0.00	\$10,000.00	
Stream Protection / Near Stream Veg. Removal	Job	1	\$40,000.00	\$40,000.00	\$30,000.00	\$10,000.00	
Ravine Stabilization (Series of Check Dams)	Job	3	\$70,000.00	\$210,000.00	\$140,000.00	\$70,000.00	
Ravine Stabilization (Step Pool System)	Job	1	\$80,000.00	\$80,000.00	\$70,000.00	\$10,000.00	
FWS Partner Program Seed (Native Seeding)	Job	1	\$10,000.00	\$10,000.00			\$10,000.00
Other							
Volunteer Work (Trail maint., spreading chips, etc.)	Job	1	\$10,000.00	\$10,000.00			\$10,000.00
LCD Project Management	Job	1	\$10,000.00	\$10,000.00			\$10,000.00
Technical Assistance	Job	1	\$60,000.00	\$60,000.00	\$60,000.00	\$0.00	
			TOTAL	\$430,000.00	\$300,000.00	\$100,000.00	\$30,000.00

BYLAWS 1000 ISLANDS ENVIRONMENTAL CENTER COMMITTEE

ARTICLE I – NAME

1. The name of this committee shall be the 1000 Islands Environmental Center Committee.

ARTICLE II – OBJECT

1. The object of this Committee shall be to determine the policies, programs, and regulations governing the 1000 Islands Environmental Center. (1000 Islands Environmental Center is the official name for the areas designated by the City of Kaukauna as the 1000 Islands Conservancy Zone and all buildings therein.)
2. To select and appoint a competent **Director**/Naturalist for the 1000 Islands Environmental Center.
3. To advise in the preparation of the budget, to approve it, and to work to obtain the necessary funds.
4. To follow City Guidelines in all wage and salary administration of 1000 Islands employees. No wage proposal will be automatic. Performance reviews will be determining factor before requests for adjustments are presented to the City.
5. To preserve and maintain the buildings and grounds necessary for the operations of the 1000 Islands Environmental Center.

ARTICLE III – MEMBERSHIP

1. The 11 members of this committee shall include 10 members appointed by the Mayor and approved by the Common Council to include one member from the Common Council and one member from the Board of Education of the Kaukauna Area School District. The current President of the Friends of 1000 Islands or their designated representative, shall be an ex-officio member.
2. Appointments shall be for three (3) year terms, with the exception of the Board of Education and City Council designee who shall be appointed on a one (1) year basis.
3. No member of the Committee or staff member of 1000 Islands shall use the resources, business, finances or contracts of 1000 Islands for personal use or profit. Nor shall any member of the Committee or staff use their position to the detriment of the services which are provided to the public.

4. Regular members of the Committee will be expected to notify the **Director/Naturalist** or another member of the Committee, 24 hours prior to the meeting, if they are unable to attend a meeting.
5. No member of the Committee or immediate relative of a Committee member or any staff member of 1000 Islands shall be considered for employment on a permanent basis by 1000 Islands staff.

ARTICLE IV – OFFICERS

1. The officers of the Committee shall be a Chair, and a Vice-Chair/Chair-Elect, whose duties shall be such as are usually performed by like officers of similar organizations, and such as may be prescribed by the Committee.
2. At the regular meeting of the Committee held on the third Thursday of October officers shall be elected by the committee for the coming year. The Vice-Chair Chair-Elect shall succeed to the office of Chair upon completion of the election.
3. The officers shall be elected to serve for one year, or until their successors are elected, but not more than two years, and their term of office shall begin at the close of the elections.

ARTICLE V – MEETINGS

1. The regular meetings of the Committee shall be held on the third Thursday of every month.
2. Special meetings may be called at the request of the Chair or by any three members of the Committee. Such requests shall be in writing and state the reason thereof.
3. Six (6) regular members of the Committee shall constitute a quorum and the action taken by a majority of those present shall control. If a quorum is not present, no action can be taken.
4. Meetings shall be called and conducted in accordance with the Open Meeting Laws of the State of Wisconsin.

ARTICLE VI – STANDING SUB-COMMITTEES

1. The Chair of the Committee shall upon assumption of office appoint three (3) members of the 1000 Islands Environmental Center Committee to the Administrative Finance Sub-Committee and four (4) members to each of the Education and the Building and Grounds Sub-Committees. The Chair shall be an ex-officio member of all committees.

2. The immediate Past Chair shall automatically be an additional member of the Administrative Finance Committee.
3. The **Director/Naturalist** of the 1000 Islands Environmental Center Committee shall be invited to all sub-committee meetings.
4. ADMINISTRATIVE/FINANCE COMMITTEE:
The Administrative/Finance Committee shall be responsible for the following general areas of activity:
 - A. **Develop policies and procedures** relating to:
 1. The general operations of 1000 Islands and its property.
 2. The finances of 1000 Islands and its property.
 3. The selection and utilization of the paid and unpaid personnel utilized by the Committee in the operation of 1000 Islands and its property.
 - B. In January, present short- and long-range goals and objectives relating to:
 1. The general operation of 1000 Islands and its property.
 2. The finances of 1000 Islands and its property.
 3. The selection and utilization of the paid and unpaid personnel utilized by the Committee in the operation of 1000 Islands and its property.
 - C. Annually evaluate the performance of the Committee and the paid and unpaid staff relating to:
 1. The general operation of 1000 Islands and its property.
 2. The finances of 1000 Islands and its property.
 3. The selection and utilization of the paid and unpaid personnel utilized by the Committee in the operation of 1000 Islands and its property.
5. EDUCATION COMMITTEE:
The Education Committee shall be responsible for recommendations in the following general areas of activity.
 - A. **Develop policies and procedures** relating to:
 1. The educational program of 1000 Islands offered to:
 - a. School groups
 - b. The general public
 - c. Special groups
 2. Special events
 3. The selection, utilization and training of the volunteer personnel utilized by the Committee in the educational program of 1000 Islands and its property.
 - B. In January present short- and long-range goals and objectives relating to:

1. The educational program of 1000 Islands offered to:
 - a. School groups
 - b. The general public
 - c. Special groups
 2. The utilization of the paid and unpaid personnel utilized by the Committee in the educational program of 1000 Islands and its property.
- C. Annually evaluate the performance of the Committee and the paid and unpaid staff in achieving the short and long range goals and objectives established in relation to:
1. The educational program of 1000 Islands offered to:
 - a. School groups
 - b. The general public
 - c. Special groups
 2. The utilization of the paid and unpaid personnel utilized by the Committee in the educational program of 1000 Islands and its property.
6. BUILDING AND GROUNDS SUB-COMMITTEE
- The Building and Grounds Sub-Committee shall be responsible for recommendations in the following general areas of activity:
- A. Develop policies and procedures relating to:
 1. The upkeep and maintenance of the buildings and grounds of the 1000 Islands Environmental Center.
 2. Special uses of the building, grounds and other property of the 1000 Islands Environmental Center.
 - B. In January present short and long-range goals and objectives relating to: Environmental Center.
 1. The upkeep and maintenance of the buildings and grounds of the 1000 Islands Environmental Center.
 2. Special uses of the building, grounds and other property of the 1000 Islands Environmental Center.
 - C. Annually evaluate the performance of the Committee and the paid and **unpaid staff** in achieving the short and long range goals and objectives established in relation to:
 1. The upkeep and maintenance of the buildings and grounds of the 1000 Islands Environmental Center.
 2. Special uses of the building, grounds and other property of the 1000 Islands Environmental Center.
7. Other special committees shall be formed as deemed necessary to carry on the work of the Committee.

ARTICLE VIII – PARLIAMENTARY AUTHORITY

1. The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern the Committee in all cases to which they are applicable and in which they are not inconsistent with these bylaws and any special rules of order which the Committee may adopt.

ARTICLE IX – AMENDMENT OF BYLAWS

1. These bylaws can be amended at any regular meeting of the Committee by a two-thirds vote of those present, provided that the amendment has been submitted in writing at the previous meeting.

13 January 1987

Amended: 20 July 1989

14 December 1989

18 November 1990

16 March 1995

16 November 1995

15 February 2001

17 April 2008

16 January 2020

1000 ISLANDS ENVIRONMENTAL CENTER 2024 - 2025 COMMITTEE MEMBERS

NAME/ADDRESS	PHONE & EMAIL	SUB-COMMITTEE	TERM
Kathy Breitzman 1844 Cobblestone Ct. Kaukauna, WI 54130	920-540-1936 flockers2@new.rr.com	Building & Grounds Education	11/16/2027
Jennie Eggleston* 309 Kaukauna St. Kaukauna, WI 54130	920-421-9911 1st_District_Alderman2@kaukauna.gov	Admin/Finance	05/01/2026
Eric Hietpas 153 Arthur St. Kaukauna, WI 54130	920-419-6666 hipphop104@yahoo.com	Chair: Building & Grounds	10/15/2026
Jennifer Rumbuc 408 E. 7 th St. Kaukauna, WI 54130	920-517-0221 musclewood2@yahoo.com	Building & Grounds/ Education	10/15/2027
Deb Jakel (VICE-CHAIR) 513 Frances St. Kaukauna, WI 54130	920-427-2582 djakel513@gmail.com	Education	10/15/2025
John Manion 1708 Oakridge Ave. Kaukauna, WI 54130	Cell 920-840-5548 manion817@gmail.com	Building & Grounds Admin/Finance	10/15/2025
Penni Pautz 1804 Parkwood Dr. Kaukauna, WI 54130	920-766-9764 Cell 920-809-9920 pbppautz@gmail.com	Chair: Education Admin/Finance	10/15/2025
Paul VanBerkel 172 Lamplighter Dr., Apt. 8 Kaukauna, WI 54130	920-949-1125 pvbesq@sbcglobal.net	Chair: Admin/Finance	10/15/2025
Charles West** 617 W. 10 th Street Kaukauna, WI 54130	920-850-4464 charleswest000@gmail.com	Admin/Finance	10/15/2026
Diane White (CHAIR) 2800 Southbreeze Court Kaukauna, WI 54130	920-759-1018 Cell 920-419-7889 dianewhite2800@gmail.com	Education, Building & Grounds, Admin/Finance	10/15/2027

* City Council Rep

** School Board Rep

Chairperson – Member of all Sub-Committees

Immediate Past Chairperson – Member of Admin/Finance Sub-Committee

Updated 4/11/25

1000 Islands Committees Members by Sub-Committee 2024-2025

Admin & Finance

Chair: Paul VanBerkel

Members: Jennie Eggleston, John Manion, Penni Pautz, Charles West, Diane White*

Building & Grounds

Chair: Eric Hietpas

Members: Kathy Breitzman, John Manion, Jennifer Rumbuc, Diane White*

Education

Chair: Penni Pautz

Members: Deb Jakel, Kathy Breitzman, Jennifer Rumbuc, Diane White*

*ex officio

Updated 4/11/25

1000 Islands Staff

Brad Garrity

920-759-5676 (Direct Line)
920-277-6980 (Cell)

Naturalist

bgarrity@kaukauna.gov

Cassandra Kohls

920-766-4733 (General Number)
920-759-5674 (Direct Line)

Administrative Assistant

ckohls@kaukauna.gov

Eric Gonnering

920-759-5673 (Direct Line)

Site Manager

egonnering@kaukauna.gov

Kat Berge

920-759-5681 (Direct Line)

Assistant Naturalist

kberge@kaukauna.gov