



## **NISRA Finance Committee Meeting Wednesday, January 21, 2026**

**Committee Members Present:** Scott Crowe, Jen Hermonson, Laura Schraw Terry Jennings, Dave Peterson

**Committee Members Absent:** Bill Hobson

**Staff Present:** Jim Wiseman-Executive Director, Heidi Jenkins-Superintendent of Recreation

Meeting Called to Order by Director Wiseman at 12:36pm

*Review of September 24, 2025 Committee meeting minutes. No action required.*

### *Biennial Review of Staff Salary Ranges*

Director Wiseman reviewed NISRA's biennial process of reviewing and revising as needed the Staff Salary Ranges. The most current IPRA Salary Survey results and recent job postings by other SRA's are utilized to determine any proposed changes. Discussion followed. Wiseman is recommending the Staff Salary range starting point for each position be increased by \$500. Consensus of the Committee is to present the proposed revisions to the full Board at the February Board of Directors meeting for consideration.

### *Draft Proposed FY 2026/27 Budget - Review and Recommendation*

Director Wiseman presented a draft of the proposed FY2026/27 budget. Due to a number of increased costs in operations since the presentation of the Dues Budget Draft presented at the September Finance Committee meeting, Wiseman noted that this budget reflects the increased challenge for the Association is facing to reestablish the 25% threshold for the Reserve Fund. In addition, Wiseman has had discussions with the Associations Auditing firm, Lauter Bach & Amen LLP about reframing the NISRA Foundation's annual Personnel and Administrative grant to a Program Staff Support grant to assist with the ever increasing 1:1 staff to participant needs. Discussion followed. Consensus of the Committee is to present the revised FY2026/27 Budget to the full Board at the February Board of Directors meeting.

### *Capital Projects Funding Discussion*

Director Wiseman began the discussion with a review of NISRA being in a one fund accounting system, unlike a Park District or Municipality having multiple levy funds. As such, NISRA's practice is to utilize funds above the 25% reserve fund threshold to address Capital Project needs. Due to the unprecedented inflationary increases in Capital Project items/needs since the

COVID-19 Pandemic and rapid increases in Personnel costs, NISRA is challenged to be able to set aside funds to address the Capital needs of the Association. Discussion followed regarding potential ways to deal with this challenge including: potential program services cuts, refinancing of the Association's remaining Bond obligation, or possibly revising the Articles of Agreement to establish a specific small maximum dues multiplier for Capital Projects. Discussion regarding the life span of NISRA vehicles and it was mentioned by a couple of Directors that vehicles since the onset of the 2020 Pandemic seem to have more repair issues than previous year's vehicles. The committee directed Director Wiseman to solicit information from other SRA's on how they are addressing their Capital needs and to continue this discussion at the September 2026 Finance Committee meeting.

*Other business-* none presented

*Comments from the Committee-* None

*Meeting Adjourned 1:31 pm*