

Meet the 2024 Board Candidates

Cokato Lake RV Resort

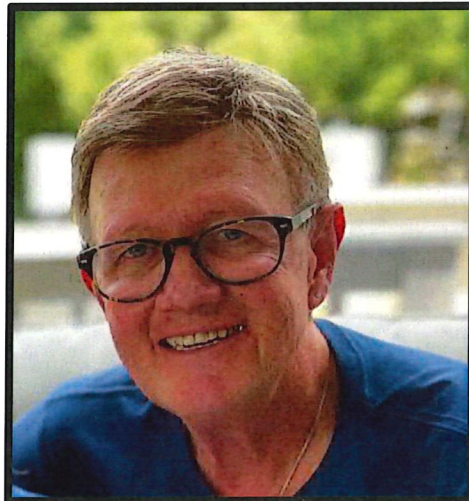
(2 Open Positions - 2 Year Terms)



Troy DeMars
Site 447



Dustin Radermacher
Site 500



Alan Vaillancourt
Site 337

Candidate Forum: Saturday, June 1st - 9:00 a.m. - Big Red Barn

Board Elections: Saturday, June 8th - 9:00 a.m. - Annual Meeting

**Cokato Lake RV Resort Cooperative Association
Board Candidate Profile & Questionnaire**

Name: Troy DeMars

Site #: 447

(Respond on this form and/or a separate page if more space is needed.)

1. Tell us about yourself – where you live, number of years at Cokato Lake, profession, family, interests, etc.

Born and raised in Elk River. Currently living in Zimmerman. This is my Wife and I's 4th year at the resort.

I am the General Manager at MinnTech Plastics in Rogers MN. I have held several positions in the plastics industry, spanning over the past 35 years. Positions included Parts Packer, Machine Operator, Maintenance Mechanic, Set-up Mechanic, Tooling Supervisor, Engineering Technician, ISO Auditor, Production Supervisor, Department Manager, Production Manager and General Manager.

My wonderful Wife Amie and I have been married for 25 years, together for 32 years and have two daughters and four grandchildren.

Interests.....I am a Nerd/Geek, so that includes but not limited to Sci-Fi/Fantasy/Superhero tv series, movies, board games and Dungeons and Dragons.

Other areas of interest are fishing, boating, Vikings Football and spending quality time with my family.

2. Why are you interested in a position on the Board of Directors of Cokato Lake RV Resort?

To build an organization structure that is easy to approach and that will allow for the owners/members to be able to focus on community growth, togetherness and enjoying all the fun times Cokato Lake RV Resort has to offer.

3. What skills, experience, and expertise would you bring to the board based on your past professional and volunteer experience?

Over 20 years of experience in Operations Management, team building, and process improvement/implementation.

- **Have you previously served on the board of directors of an organization?**

Served 4 years on the Elk River Girls Youth Basketball Association board.

- **Describe experience in creating, implementing, or enforcing rules.**

Having suspended and terminated employees through my career, somethings have become clear to me. People must first know the rules, understand the rules and accept the consequences for breaking the rules. All rules must be enforced universally in a firm but fair manner.

- **An important aspect of Board membership is communicating with the members of Cokato Lake RV Resort, including responding to member input. Describe your strengths/skills in communication.**

"Listen with curiosity. Speak with honesty. Act with integrity. The greatest problem with communication is we don't listen to understand. We listen to reply. When we listen with curiosity,

we don't listen with the intent to reply. We listen for what's behind the words." – Roy T. Bennett.
I have followed this quotes advice when I first heard it a few years ago.

4. What do you believe are the Cooperative's three most challenging issues or concerns facing the Board in the next one or two years?

Note not necessarily in any particular order.

The Operations/Management of CLRVR: What role does the Board play? What role does Omega play? What role does the Caretaker and Admin play? What role does the community play?

Fulling understanding, updating and implementing the Controlling Documents and Rules.

Infrastructure: Buildings, roads, water and electrical.

5. Share any other information you feel might be relevant to your candidacy for a director position.

**Cokato Lake RV Resort Cooperative Association
Board Candidate Profile & Questionnaire**

Name Dustin Radermacher Site No. 500

**Please see supplement page for answers to the below
questionnaire.**

1. Tell us about yourself – where you live, number of years at Cokato Lake, profession, family, interests, etc.

2. Why are you interested in a position on the Board of Directors of Cokato Lake RV Resort?

3. What skills, experience, and expertise would you bring to the board based on your past professional and volunteer experience?
 - Have you previously served on the board of directors of an organization?
 - Describe experience in creating, implementing, or enforcing rules.
 - An important aspect of Board membership is communicating with the members of Cokato Lake RV Resort, including responding to member input. Describe your strengths/skills in communication.

4. What do you believe are the Cooperative's three most challenging issues or concerns facing the Board in the next one or two years?

5. Share any other information you feel might be relevant to your candidacy for a director position.

Cokato Lake RV Resort Cooperative Association Board Candidate Profile & Questionnaire

Dustin Radermacher – Site 500

Personal Background: I have been happily married to my wonderful wife Rachel (Goes by Rae at CLRVR) for 12 years. Together, we are blessed with four children: Colin (10), Easton (8), and twins Henry and Lucy (4), all of whom cherish our time at CLRVR. My interests include spending quality time with my family, boating, fishing, hiking, and traveling. I am actively involved in my community through volunteering at our church, cub scouts, and assisting at the resort.

Professional Background: I am currently employed at UnitedHealth Group as a Compliance Consultant Investigator. My career journey has been diverse, starting as a police officer for almost a decade, followed by serving as a federal investigator with top-secret clearance. I also successfully founded and managed my own manufacturing and distribution company for eight years before selling it in 2018 to prioritize family time.

Board Experience: In October 2023, I was honored to be asked by the current board to fill a vacant position, a role I accepted with a deep sense of responsibility. Prior to this, I served on the board at St. Cloud State University as the Executive Risk Management Chair for 11 years. This extensive experience has honed my skills in problem-solving, critical thinking, conflict resolution, risk identification, and collaborative communication.

Skills and Strengths: Throughout my varied career, I have developed a robust ability to create and enforce policies, with a particular emphasis on effective communication—both oral and written. However, I believe the most vital aspect of communication is listening, a skill I value highly and practice diligently.

Vision and Goals: The three most pressing issues and concerns for the board in the coming years include:

1. **Optimizing Board functions:** Ensuring the board operates efficiently as a governance body rather than a management entity, distributing tasks appropriately to avoid overburdening volunteers.
2. **Addressing Past Concerns:** Identifying and mitigating recurring issues at the resort by implementing robust procedures to prevent future occurrences.
3. **Promoting Inclusivity and Respect:** Fostering a community environment that upholds zero tolerance for bullying or harassment, ensuring fair opportunities and a supportive atmosphere for all members.

Commitment: As a board member, my foremost commitment is to listen attentively, even to dissenting opinions, as I believe growth comes from understanding different perspectives. I recognize the responsibility that comes with this role and am dedicated to upholding the highest standards. My primary goal is to serve the best interests of all members, prioritizing the organization's needs above personal interests.

Cokato LAKE RV Resort Cooperative Association

Name: Alan Vaillancourt

Site No.: 337

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1. Tell us about yourself:

I reside in Brooklyn Park, MN. for a portion of the year with Patsy. We met at the resort two years ago and have been going strong ever since. We frequent my condominium three to four weeks at a time in Fayetteville, Arkansas we enjoy the warmer weather extending the summer or starting earlier warmer weather in the spring, and sometimes visit in the middle of the winter. In the summer of course we are at Cokato mostly full time. I purchased #337 in the fall of 2021. My son and his family live in Watertown Wisconsin and I have two grandchildren.

I retired in 2020 after a career in Design Engineering, Operations Management and over the past 15 years working for the corporate office as a Global Lead Leader working with numerous sites around the world developing individual company strategies and working with them to implement. I was involved in seeking out acquisitions and bringing those acquired companies into the systems proven to work for our existing companies. In 2020, I started a consulting company helping companies develop strategically, worked successfully with three companies out of the Milwaukee, Wisconsin area.

Love the outdoors, boating, camping, building anything, riding bicycles around Minnesota and the Razor Back Greenway in Fayetteville. Always cooking any type of food.

2. Why are you interested in a position on the Board of Directors of Cokato Lake RV Resort?

I am a firm believer in volunteering for the community that I live in and paying forward life's experiences. Believing we as a community are on the right path, we can do better with a more structured approach. Creating things like a Vision, Mission Statement and Strategy that align the Board of Directors, Committees and CLRVR as a whole could propel us to the next level of excellence. I do not believe we currently have alignment between the Board of Directors and the committees. At times one does not know what the other is working on, goals and activities being worked on are not always clear. We are not consistently heading in the same direction with the same goals in mind.

3. What skills, experience, and expertise would you bring to the board based on your past professional and volunteer experience?

- Global development of company strategies and execution
- Operations Management - Industrial
- Design Engineering - Industrial
- Project Manager EATON Corp. - successful accreditation (International Standards Organization)
- Board of Directors – American Red Cross, Jefferson County Wisconsin
- Board of Directors – Eastwood Shores Condominium Association, Clearwater Florida
- President of Watertown Auto Club – (75 members)
- President – Clearwater Jaycees (333-member chapter) Clearwater Florida
- Chairmen Fundraising – Clearwater for Youth Football Program (four hundred youth)

4. What do you believe are the cooperative's three most challenging issues or concerns facing the board in the next one or two years?

Currently our infrastructure is aging at a rapid pace - Some of which we cannot visibly see and others we can. We need to have a solid plan to strategically take care of the issues financially with a solid timeline to complete. As an example, we have roads that need to be sealed or re-paved, underground sewage and water pipes that need to be systemically repaired or replaced. Electrical wiring, electrical breakers and boxes that need evaluation and a game plan to repair, replace or upgrade. A review of the marina for adequate dock space and accessibility if required should be a priority since the dock system and lake are assets that many RV resorts are not fortunate to have. The tennis court and pool areas need to have a plan of how to maintain and bring them up to standard.

A Strategic Plan is needed – Currently the Board of Directors and the Committees do not have a plan in place that ties all the committees and the Board of Directors goals, objectives and activities together. We also as a community do not have a Vision or Mission statement which is important to always look back on and remind us why we exist and what we want to do going forward. The Board of Directors and Committees should not be creating goals, objectives, and activities independent of each other, this is a formula for disaster. We should be heading in one direction focusing on common goals, objectives, and activities through a strategic plan. We also need to be inclusive of the ideas and suggestions from the general population of our resort. A process does exist that we could use to pull the best of the best ideas together into a strategic plan.

Our community needs to be Open, Honest and Transparent – We have had challenges in our community speaking with one voice. We need to be Open, Honest and Transparent with each other as a community so that we can do remarkable things together. We can be a successful community that everyone would cherish and want to bring family, friends and we as owners would want to spend time at. We must find ways to stand together and blend our ideas so we can be successful and sustainable. This should be a defined goal in the plan with actionable task to help make this happen.