



2025 BUDGET PACKET

STAFF DRAFT FOR BOARD CONSIDERATION

REVISED 11/22/24 ROBERT STOUDT

STOUDT 2025 BUDGETING / STAFFING NOTES (UPDATED 11/22/24)

- 1) MARC has gone from a high of ten part-time staff members / interns / co-op students in 2022 to five part-time staff members, one summer intern, and one co-op student in 2024. Of MARC's five part-time staff members, one has been on extended leave for all of 2024, working no hours, and one worked only 23.5 hours for the year. As a result, MARC's ability to direct larger special events is greatly diminished and MARC's ability to keep up with routine park and trail maintenance is reduced. MARC's budget situation does not realistically allow for the hiring of additional employees at this time.
- 2) MARC has to-date offered insufficient compensation to realistically attract and retain employees. All MARC staff members are part-time hourly employees, receiving time and one-half pay for any hours worked in excess of 40 / calendar week. Staff receive no insurance or retirement benefits and provide their own vehicles, computers, cell phones, and work clothes. MARC has been exceedingly fortunate to retain current staff members, but must do better from an employee retention and compensation perspective.
- 3) MARC continues to see a long-term reduction in volunteer hours and donations. This has significant budgetary impacts for MARC and limits MARC's ability to execute larger special events.
- 4) After rising steadily from 2020 - 2022, visitation to the Montour Preserve and other MARC-managed sites has leveled off (though visitation rates remain well above 2019 (pre-pandemic) levels). Based upon trail camera records, parking lot counts, and staff counts, Stoudt calculates a year-end total visitation at the Montour Preserve of 110,000, representing a slight increase from 2023, due largely to additional programming being offered by the Vernal School program. Across all MARC-operated sites, Stoudt calculates a total of 200,000 visits in 2024. Importantly, though park and trail visitations remain higher than in pre-pandemic years, donations have continued to decline, making it increasingly difficult for MARC to afford maintenance without new sources of revenue.
- 5) MARC in 2023 faced the very real possibility of ceasing some or all operations because of inadequate funding. As a result, MARC indefinitely postponed many necessary maintenance projects and planned special projects, particularly the Hopewell Park Pump Track project. MARC's ability to secure significant new funding in 2024 through the Montour County Hotel Tax and the Middle Susquehanna Riverkeeper Association's Vernal School program allowed MARC to resume many delayed projects and begin to address several deferred maintenance projects, though limited staffing continued to hinder MARC's capabilities.
- 6) Major successes at the Montour Preserve in 2024 included technology upgrades in the visitors' center / environmental education center, the purchase and installation of a new handicapped-accessible kayak/boat launch, and the stabilization and reconstruction (ongoing) of the Muskrat Blind. These projects were made possible through the Middle Susquehanna Riverkeeper Association's Vernal School program, with significant funding support through the 1994 Charles B. Degenstein Foundation and numerous other partners.
- 7) Major funding support through the Montour County Conservation District's Dirt, Gravel, and Low-Volume Road grant program, with administrative support through Danville Borough, allowed MARC to begin the long-delayed reconstruction of the Hess Recreation Area's access road. Significant drainage and resurfacing work was completed in 2024 and work is expected to conclude in 2025. MARC anticipates a total investment of more than \$220,000 in this project, allowing MARC to more effectively manage the roadway in the future.
- 8) No withdrawals of funds from any of MARC's five funds at the Community Giving Foundation - Danville were made during 2024, but Stoudt is requesting approval to withdraw \$10,000 from the Montour Preserve Fund and \$7,500 from MARC's Non-Endowed Fund in 2025. Stoudt will also request, at a later date, withdrawals from the Washingtonville Revitalization Fund if requested by Washingtonville Borough officials for Washingtonville Revitalization projects and from the Hopewell Park Pump Track Fund for the Hopewell Park Pump Track Project.
- 9) 2024 was the fifth and final year of Geisinger's pledged five-year commitment of \$25,000 in annual general operating support. Stoudt has been in communication with Geisinger regarding continued support in 2025 and beyond, but no decision has been made as of the date of release of this budget. MARC continues an excellent working relationship with Geisinger and anticipates continued close collaboration.
- 10) MARC will celebrate its 20th anniversary on May 18, 2025. Stoudt and MARC's staff will work to organize a celebration, likely to be held at the Montour Preserve, in recognition of the milestone. 2025 will also mark Stoudt's 15th year with the organization and MARC's 10th year of operation at the Montour Preserve.
- 11) MARC's 10-year lease agreement with Talen Energy for the operation and maintenance of the Montour Preserve will expire on September 30, 2025. Stoudt will be in communication with Talen Energy representatives to discuss options for continued cooperation at the Montour Preserve.
- 12) MARC's continued operation and success depend upon the willing cooperation of MARC's member entities. Continued challenges in inter-municipal / organizational relations have negatively impacted MARC's operations and public sentiment, resulting in donor concerns and significant MARC staff time demands.



MONTOUR AREA RECREATION COMMISSION 2025 BUDGET DRAFT

DRAFT PROPOSED 11/22/24 ROBERT STOUDT

EXPENSE		BUDGET	FUNDING SOURCES	BUDGET	SURPLUS / (DEFICIT)
PARK & TRAIL MAINTENANCE	COLUMBIA COUNTY PROJECTS	(9,400)	Columbia County grant funding (proposed)	21,400	12,000
	HESS RECREATION AREA	(26,250)	sports field and pavilion user fees	1,750	(24,500)
	HOPEWELL PARK / DANVILLE BOROUGH FARM TRAIL SYSTEM	(9,750)		-	(9,750)
	MILL PARK	(6,000)		-	(6,000)
	MONTOUR PRESERVE	(196,750)	pavilion / auditorium rental fees [17,500], donations [7,000], withdrawal from Community Giving Foundation Montour Preserve Fund [10,000], and watercraft concessionaire contribution [1,500]	36,000	(160,750)
	NORTH BRANCH CANAL TRAIL	(6,800)		-	(6,800)
	NORTH BRANCH CANAL TRAIL PARKING AREA/ RIVER ACCESS	(4,250)		-	(4,250)
PARK & TRAIL MAINTENANCE TOOLS AND SUPPLIES		(16,500)		-	(16,500)
SPECIAL PROJECTS & EVENTS	ALL-TERRAIN VEHICLE PURCHASE	-		-	-
	BICYCLE / PEDESTRIAN SAFETY PROJECTS	(2,000)		-	(2,000)
	BICYCLE ROUTES MAPPING AND PROMOTION	(700)		-	(700)
	CHILLI CHALLENGE ADVENTURE TRIATHLON	-		-	-
	CHILLISQUAQUE CREEK CLEANUP AND PROMOTION	(1,500)		-	(1,500)
	DANVILLE BOROUGH LEVEE NORTH BRANCH CANAL TRAIL EXTENSION	(20,000)	grant funding (proposed)	20,000	-
	DANVILLE BOROUGH PLAY SET INSTALLATION	-		-	-
	DIRTY GRIN MOUNTAIN BIKE FESTIVAL / PIG IRON ENDURO	(2,000)		-	(2,000)
	GIRLS ROC CAMPS	(1,500)	carryover balance from 2024 [1,052.74] and donations	1,500	-
	HOPEWELL PARK PUMP TRACK CONSTRUCTION	(210,000)	donations [85,000] and DCNR grant [\$125,000]	210,000	-
	HOPEWELL PARK PUMP TRACK ENGINEERING, PERMITTING, AND PROJECT ADMINISTRATION	(40,000)	donations	24,210	(15,790)
	HOPEWELL PARK ADJACENT LAND ACQUISITION	(6,000)	grant funding (proposed)	6,000	-
	HUMDINGER TRAIL RACES	-		-	-
	MARC 20TH ANNIVERSARY CELEBRATION	(5,000)	donations and sponsorships	5,000	-
	PICL COACHES' CONFERENCE	(1,000)		-	(1,000)
	REGIONAL MOUNTAIN BIKING PROMOTION	(2,000)		-	(2,000)
	RIVERSIDE BOROUGH PARKS REVITALIZATION	(1,000)		-	(1,000)
	SPECIAL PROJECTS AND EVENT - OTHER	(6,500)		-	(6,500)
	TOURISM PROMOTION SPECIAL PROJECTS - OTHER	(2,000)		-	(2,000)
	TRUCK PURCHASE	-		-	-
WASHINGTONVILLE REVITALIZATION PROJECTS	(9,000)	grant funding (proposed)	5,000	(4,000)	
WELLNESS SPECIAL PROJECTS	(500)		-	(500)	
ADMIN / INSURANCE	ACCOUNTING	(1,000)		-	(1,000)
	ADMINISTRATION / MISCELLANEOUS OTHER	(44,000)		-	(44,000)
	AUDIT	(6,250)		-	(6,250)
	DUES & LICENSING FEES	(3,200)		-	(3,200)
	FUNDRAISING	(1,000)		-	(1,000)
	INSURANCE	(15,500)		-	(15,500)
	INTERNSHIP STIPEND	(3,000)		-	(3,000)
	OFFICE SUPPLIES	(2,000)		-	(2,000)
	PAID TIME OFF	(12,800)		-	(12,800)
	PUBLIC NOTICES	(750)		-	(750)
	STAFF PERSONAL VEHICLE USAGE REIMBURSEMENT	(2,000)		-	(2,000)
	STAFF TRAINING AND DEVELOPMENT	(2,500)		-	(2,500)
	OTHER			2024 YEAR-END CARRYOVER UNRESTRICTED BALANCE	-
			GEISINGER CONTRIBUTION (UNRESTRICTED)	-	-
			MONTOUR COUNTY 2024 HOTEL TAX GRANTS CARRYOVER BALANCE	31,000	31,000
			MONTOUR COUNTY 2025 HOTEL TAX GRANTS	245,000	245,000
			MONTOUR COUNTY ACT 13 GRANT	25,000	25,000
			MAHONING TOWNSHIP ARP GRANT CARRYOVER BALANCE & INTEREST (HOPEWELL PARK PUMP TRACK ENGINEERING)	15,790	15,790
			WITHDRAWAL FROM COMMUNITY GIVING FOUNDATION NON-ENDOWED FUND	7,500	7,500
			UNRESTRICTED DONATIONS	35,000	35,000
		OTHER INCOME	250	250	
TOTAL EXPENSES		\$ (680,400)	TOTAL INCOME	\$ 690,400	\$ 10,000



DRAFT MONTAUR AREA RECREATION COMMISSION 2025 BUDGET LINE ITEM DETAIL

DRAFT PROPOSED 11/22/24 ROBERT STOUTD

PROJECT	EXPENSES		INCOME		SITE / PROJECT TOTALS
	BUDGET	UNFUNDED / DEFERRED	FUNDING SOURCES	BUDGET	SURPLUS / (DEFICIT)
Columbia County North Branch Canal Trail mile 5.4 culvert construction (labor & materials)	(3,000)		Columbia County grants	3,000	
Columbia County North Branch Canal Trail trailhead signage (labor & materials)	(2,500)		Columbia County grants	2,500	
Columbia County Legion Road Parcel (North Branch Canal Trail maintenance access) mowing and maintenance	(1,100)		Columbia County grants	1,100	
Columbia County North Branch Canal Trail mowing and maintenance	(2,800)		Columbia County grants	2,800	
Columbia County reimbursement for prior year expenses	-		Columbia County grants	12,000	
Columbia County projects - other			Columbia County grants		
COLUMBIA COUNTY PROJECTS (TOTAL) (NOTE #1)	(9,400)	-		21,400	12,000
Hess Recreation Area mowing	(9,000)				
Hess Recreation Area trash removal (includes removal of planned demolition materials)	(1,500)				
Hess Recreation Area restroom supplies and repairs (materials only)	(600)				
Hess Recreation Area wildlife observation blind removal (labor)	(1,500)				
Hess Recreation Area ballfield dugouts removal / fencing repairs (labor)	(600)				
Hess Recreation Area shed roofing and siding repairs (labor [1,500] & materials [1,000])	-	(2,500)			
Hess Recreation Area Lucille Roberts Covered Bridge repairs (labor [500] & materials [250])	(750)				
Hess Recreation Area Mahoning Flats Trail bridge repairs (labor [250] & materials [250])	(500)				
Hess Recreation Area Hess Loop Trail and Mahoning Flats Trail surface repairs (labor)	(750)				
Hess Recreation Area maintenance materials (other)	(1,000)				
Hess Recreation Area Hess Loop Trail (Robbins Trail) damaged area reconstruction (labor & materials) (NOTE #2)	-	(50,000)			
Hess Recreation Area road reconstruction (NOTE #3)	-		Dirt, Gravel, & Low Volume Road grant (NOTE #3)		
Hess Recreation Area brochures	(500)				
Hess Recreation Area signage	(1,250)	(4,000)			
Hess Recreation Area electricity	(800)				
Hess Recreation Area MARC labor - other	(7,500)				
			sports field and pavilion user fees	1,750	
HESS RECREATION AREA (TOTAL)	(26,250)	(56,500)		1,750	(24,500)
Hopewell Park / Danville Borough Farm mowing	(1,700)				
Hopewell Park / Danville Borough Farm maintenance materials - other	(500)				
Hopewell Park / Danville Borough Farm trailhead and trail signage	(750)	(1,500)			
Hopewell Park / Danville Borough Farm Down & Dirty Trail subsidence repair (labor [2,000] & materials [3,000])	-	(5,000)			
Hopewell Park / Danville Borough Farm trash removal	(750)				
Hopewell Park / Danville Borough Farm porta-potty service	(1,800)				
Hopewell Park / Danville Borough Farm brochures	(750)				
Hopewell Park / Danville Borough Farm MARC labor - other	(3,500)				
Hopewell Park / Danville Borough Farm trail connection to Danville Area School District campus (NOTE #4)	-	(75,000)			
Hopewell Park / Danville Borough Farm dump road drainage and grading (labor [3,000] & materials [3,500]) (NOTE #5)	-	(6,500)			
HOPEWELL PARK / DANVILLE BOROUGH FARM TRAIL SYSTEM (TOTAL)	(9,750)	(88,000)			(9,750)
Mill Park walking path construction (labor and materials)	(1,000)				
Mill Park signage (labor [750] & materials [1,250]) (NOTE #6)	(2,000)				
Mill Park Chillisquaque Creek access construction (NOTE #7)	(500)				
Mill Park / Chillisquaque Creek brochures	(500)				
Mill Park mowing	(1,200)				
Mill Park MARC labor - other	(800)				
MILL PARK (TOTAL)	(6,000)	-		-	(6,000)



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	EXPENSES		INCOME		SITE / PROJECT TOTALS	
	BUDGET	UNFUNDED / DEFERRED	FUNDING SOURCES	BUDGET	SURPLUS / (DEFICIT)	
PARK & TRAIL MAINTENANCE	Montour Preserve MARC labor	(88,000)				
	Montour Preserve cleaning service	(5,500)				
	Montour Preserve HVAC system maintenance	(3,000)				
	Montour Preserve lawn care	(30,000)				
	Montour Preserve parking lot / road maintenance (NOTE #8)	-				
	Montour Preserve security system (NOTE #9)	(2,000)	(5,000)			
	Montour Preserve sewage pumping	(900)				
	Montour Preserve maintenance supplies / misc.	(11,000)				
	Montour Preserve water testing	(2,000)				
	Montour Preserve wildlife management	(3,500)				
	Montour Preserve electrical surge protector installation	-	(5,000)			
	Montour Preserve Chilisugi Trail Middle Branch Chillisiquaque Creek bridge replacement (engineering, permitting, labor & materials) (NOTE #10)	(4,000)	(45,000)			
	Montour Preserve Muskrat Blind reconstruction (NOTE #8)	-				
	Montour Preserve Goose Woods Trail resurfacing (universal accessibility improvements) (materials)	-	(1,500)			
	Montour Preserve Visitors' Center exhibit repair and replacement (NOTE #8)	-				
	Montour Preserve Visitors' Center outdoor light fixture repair and replacement	(750)				
	Montour Preserve Heron Cove Boat Launch light fixture replacement and rewiring	(3,000)				
	Montour Preserve Goose Cove #2 Pavilion concrete pad repair	-	(7,500)			
	Montour Preserve Heron Cove A Pavilion concrete pad repair	-	(2,500)			
	Montour Preserve snow & ice removal	(1,000)				
	Montour Preserve signage	(3,500)	(1,500)			
	Montour Preserve electricity	(25,000)				
	Montour Preserve internet service	(1,300)				
	Montour Preserve Visitors' Center / Environmental Education Center universal accessibility upgrades (NOTE #8)	-				
	Montour Preserve Visitors' Center / Environmental Education Center paint/ carpet, light fixtures, etc. repairs (NOTE #8)	-				
	Montour Preserve storage container	(3,500)				
	Montour Preserve picnic table repair / replacement	-	(1,000)			
	Montour Preserve telephone service	(1,300)				
	Montour Preserve trash removal	(2,000)				
	Montour Preserve website hosting / email service	(1,000)				
	Montour Preserve brochures and promotional materials	(3,500)				
	Montour Preserve programming and educational supplies	(1,000)				
				Montour Preserve pavilion / auditorium rental fees	17,500	
				Montour Preserve donations	7,000	
				withdrawal from Community Giving Foundation Montour Preserve Fund	10,000	
				Montour Preserve watercraft concessionaire contribution	1,500	
	MONTOUR PRESERVE (TOTAL)	(196,750)	(69,000)		36,000	(160,750)
	North Branch Canal Trail mowing	(2,800)				
	North Branch Canal Trail maintenance other (materials)	(500)				
	North Branch Canal Trail mile 2.72 ford crossing reconstruction (contractor labor [3,500] & materials [4,000])	-	(7,500)			
	North Branch Canal Trail closed area surveying, litigation, and rehabilitation	-	(8,000)			
	North Branch Canal Trail brochures	(500)				
	North Branch Canal Trail signage	(1,500)				
	North Branch Canal Trail MARC labor - other	(1,500)				
	NORTH BRANCH CANAL TRAIL (TOTAL)	(6,800)	(15,500)			(6,800)
North Branch Canal Trail Parking Area / River Access (River Drive parcel) mowing	(2,000)					
North Branch Canal Trail Parking Area / River Access (River Drive parcel) MARC labor	(750)					
North Branch Canal Trail Parking Area / River Access (River Drive parcel) access road gravel	-	(600)				
North Branch Canal Trail Parking Area / River Access (River Drive parcel) signage	(500)					
North Branch Canal Trail Parking Area / River Access (River Drive parcel) surveying	(1,000)					
NORTH BRANCH CANAL TRAIL PARKING AREA/ RIVER ACCESS (TOTAL)	(4,250)	(600)			(4,250)	
tools and supplies - tractor mounted leaf blower	-	(4,000)				
tools and supplies - equipment maintenance and repair	(3,000)					
tools and supplies - fuel (NOTE #11)	(7,000)					
tools and supplies - vehicle maintenance (NOTE #11)	(3,000)					
tools and supplies - other misc.	(3,500)					
PARK & TRAIL MAINTENANCE TOOLS AND SUPPLIES (TOTAL)	(16,500)				(16,500)	



DRAFT MONTOUR AREA RECREATION COMMISSION 2025 BUDGET LINE ITEM DETAIL

DRAFT PROPOSED 11/22/24 ROBERT STOUDT

PROJECT	EXPENSES		INCOME		SITE / PROJECT TOTALS
	BUDGET	UNFUNDED / DEFERRED	FUNDING SOURCES	BUDGET	SURPLUS / (DEFICIT)
ALL-TERRAIN VEHICLE PURCHASE	-	(20,000)		-	-
BICYCLE / PEDESTRIAN SAFETY PROJECTS	(2,000)			-	(2,000)
BICYCLE ROUTES MAPPING AND PROMOTION	(700)			-	(700)
CHILLI CHALLENGE ADVENTURE TRIATHLON	-			-	-
CHILLISQUAQUE CREEK CLEANUP, ACCESS, AND PROMOTION	(1,500)			-	(1,500)
DANVILLE BOROUGH LEVEE NORTH BRANCH CANAL TRAIL EXTENSION (NOTE #12)	(20,000)		grant funds (NOTE #12)	20,000	-
DANVILLE BOROUGH PLAY SET INSTALLATION (NOTE #13)	-	(7,500)		-	-
DIRTY GRIN MOUNTAIN BIKE FESTIVAL / PIG IRON ENDURO	(2,000)			-	(2,000)
GIRLS ROC CAMPS	(1,500)		carryover balance from 2024 [1,052.74] and donations	1,500	-
HOPEWELL PARK PUMP TRACK CONSTRUCTION	(210,000)		donations [85,000] and DCNR grant [515,000] (NOTE #14)	210,000	-
HOPEWELL PARK PUMP TRACK ENGINEERING, PERMITTING, AND PROJECT ADMINISTRATION	(40,000)		donations	24,210	(15,790)
HOPEWELL PARK ADJACENT LAND ACQUISITION (NOTE #15)	(6,000)		grant funds (NOTE #15)	6,000	-
HUMDINGER TRAIL RACES	-			-	-
MARC 20TH ANNIVERSARY CELEBRATION (NOTE #16)	(5,000)		donations and sponsorships	5,000	-
PICL COACHES' CONFERENCE	(1,000)			-	(1,000)
REGIONAL MOUNTAIN BIKING PROMOTION	(2,000)			-	(2,000)
RIVERSIDE BOROUGH PARKS REVITALIZATION	(1,000)			-	(1,000)
SPECIAL PROJECTS AND EVENTS - OTHER	(6,500)			-	(6,500)
TOURISM PROMOTION SPECIAL PROJECTS - OTHER	(2,000)			-	(2,000)
TRUCK PURCHASE (NOTE #11)	-	(85,000)		-	-
Washingtonville Revitalization - 250 th anniversary celebration	(500)			-	-
Washingtonville Revitalization - DeLong Park pathway construction	(4,000)		grant funds (NOTE #17)	2,500	-
Washingtonville Revitalization - brochures	(500)			-	-
Washingtonville Revitalization - banners (purchase and installation)	(2,500)		donations (to be withdrawn from Community Giving Foundation Washingtonville Revitalization Fund)	2,500	-
Washingtonville Revitalization - other projects labor and materials	(1,500)			-	-
WASHINGTONVILLE REVITALIZATION PROJECTS (TOTAL)	(9,000)			5,000	(4,000)
WELLNESS SPECIAL PROJECTS	(500)			-	(500)
ACCOUNTING	(1,000)			-	(1,000)
ADMINISTRATION / MISCELLANEOUS OTHER	(44,000)			-	(44,000)
AUDIT	(6,250)			-	(6,250)
DUES AND LICENSING FEES	(3,200)			-	(3,200)
FUNDRAISING	(1,000)			-	(1,000)
INSURANCE	(15,500)			-	(15,500)
INTERNSHIP STIPEND	(3,000)			-	(3,000)
OFFICE SUPPLIES	(2,000)			-	(2,000)
PAID TIME OFF	(12,800)			-	(12,800)
PUBLIC NOTICES	(750)			-	(750)
STAFF PERSONAL VEHICLE USAGE REIMBURSEMENT (NOTE #11)	(2,000)			-	(2,000)
STAFF TRAINING / DEVELOPMENT	(2,500)			-	(2,500)
			2024 YEAR-END CARRYOVER UNRESTRICTED BALANCE	-	-
			GEISINGER CONTRIBUTION (UNRESTRICTED)	-	-
			MONTOUR COUNTY 2024 HOTEL TAX GRANTS CARRYOVER BALANCE	31,000	31,000
			MONTOUR COUNTY 2025 HOTEL TAX GRANTS	245,000	245,000
			MONTOUR COUNTY ACT 13 GRANT	25,000	25,000
			MAHONING TOWNSHIP ARP GRANT CARRYOVER BALANCE & INTEREST (HOPEWELL PARK PUMP TRACK ENGINEERING)	15,790	15,790
			WITHDRAWAL FROM COMMUNITY GIVING FOUNDATION NON-ENDOWED FUND	7,500	7,500
			UNRESTRICTED DONATIONS	35,000	35,000
			OTHER INCOME	250	250
TOTAL EXPENSES	\$ (680,400)	\$ (342,100)	TOTAL INCOME	\$ 690,400	\$ 10,000

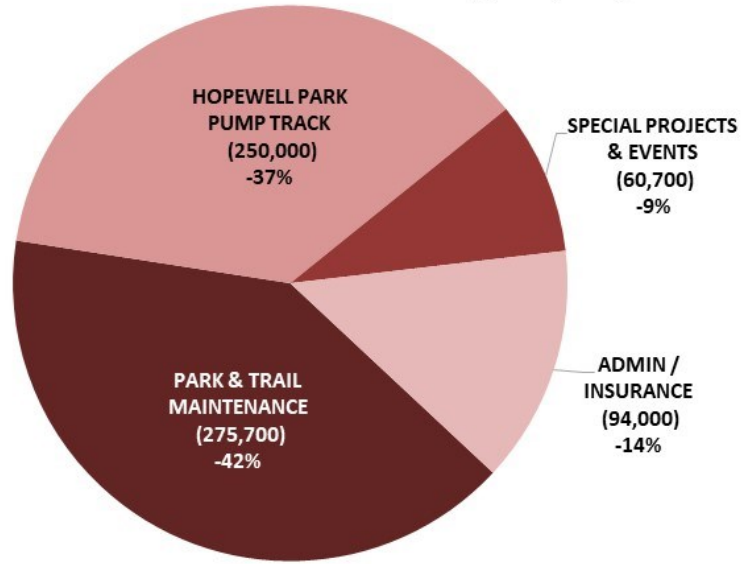


DRAFT MONTAUR AREA RECREATION COMMISSION 2025 BUDGET LINE ITEM DETAIL

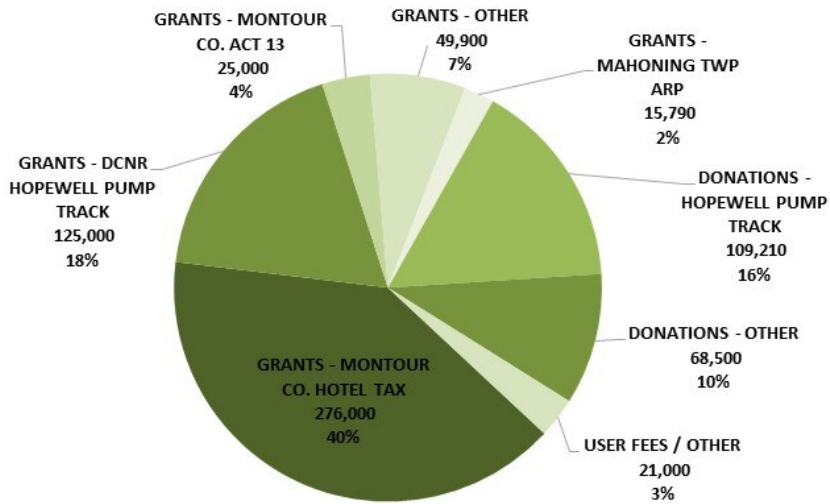
DRAFT PROPOSED 11/22/24 ROBERT STOUTD

PROJECT	EXPENSES		INCOME		SITE / PROJECT TOTALS
	BUDGET	UNFUNDED / DEFERRED	FUNDING SOURCES		SURPLUS / (DEFICIT)
<i>NOTE #1: MARC's work on Columbia County projects is contingent upon the successful negotiation of an updated memorandum of understanding. Stoutd anticipates discussions with Columbia County will be completed before MARC's January 2025 meeting.</i>					
<i>NOTE #2: Project costs remain uncertain while MARC awaits engineering proposal and cost estimates. New funding sources will need to be secured to allow this project to proceed.</i>					
<i>NOTE #3: Stoutd anticipates \$220,000 - \$250,000 in Hess Recreation Area access road reconstruction costs will be funded by the Montour County Conservation District's Dirt, Gravel, and Low-Volume Road grant program in 2024/2025, but funds will be administered through Danville Borough (as the land owner). As a result, costs will not be reflected in MARC's budget.</i>					
<i>NOTE #4: Project is on indefinite hold pending Danville Area School District acquisition of land and successful negotiation of inclusion of trail connection in land development plans.</i>					
<i>NOTE #5: Project is on indefinite hold while Danville Borough considers site land management decisions.</i>					
<i>NOTE #6: Project is on indefinite hold while Montour County awaits required FEMA / FEMA approvals.</i>					
<i>NOTE #7: Project is on indefinite hold while Montour County awaits required FEMA / FEMA approvals and while MARC negotiates an easement agreement with the Washingtonville Municipal Authority (anticipated by end of 2024).</i>					
<i>NOTE #8: Projects identified with this note are anticipated for funding through the Middle Susquehanna Riverkeeper Association's (MSRKA) Vernal School program. Funds will be paid directly through the MSRKA and will not be reflected in MARC's accounting.</i>					
<i>NOTE #9: The Montour Preserve's smoke/fire detection system is nearing the end of its expected lifespan. Repairs were made in 2024, but if additional problems develop in 2025, MARC may have no choice but to replace the system.</i>					
<i>NOTE #10: The Montour Preserve's Chillisauqi Trail bridge across the Middle Branch Chillisauque Creek has been repeatedly damaged by floods and must be replaced. MARC is considering engineering options and will need to seek new funding sources to allow this project to proceed.</i>					
<i>NOTE #11: MARC's staff is exploring the possibility to accept a donated used truck, possibly in Q1 2025. If the donation is able to proceed and if approved by MARC's Board, MARC will incur fuel and vehicle maintenance costs identified with this note, but will see a reduced cost for staff personal vehicle usage reimbursement.</i>					
<i>NOTE #12: Project added 7/26/24 to assist Danville Borough with completion of the Danville Borough Levee North Branch Canal Trail extension project. Additional funds are required because of mandated scope of work changes to protect Danville Borough's flood certification status. MARC will need to seek new funding sources to allow this project to proceed.</i>					
<i>NOTE #13: Project materials are in MARC storage. Funding must be secured to allow this project to proceed.</i>					
<i>NOTE #14: DCNR grant funds will be provided directly to Montour County. MARC will provide project earmarked donations to Montour County.</i>					
<i>NOTE #15: MARC staff are investigating the potential to facilitate the purchase a parcel of land being offered for sale adjacent to Hopewell Park and the Danville Borough Farm. MARC will need to secure new funding and a willing owner to allow the purchase to proceed.</i>					
<i>NOTE #16: MARC will celebrate its 20th anniversary on May 18, 2025. MARC staff will coordinate a celebration event at the Montour Preserve and will seek donors and sponsors to help fund the event.</i>					
<i>NOTE #17: MARC anticipates Washingtonville Borough will apply for grant funding to help fund this project.</i>					

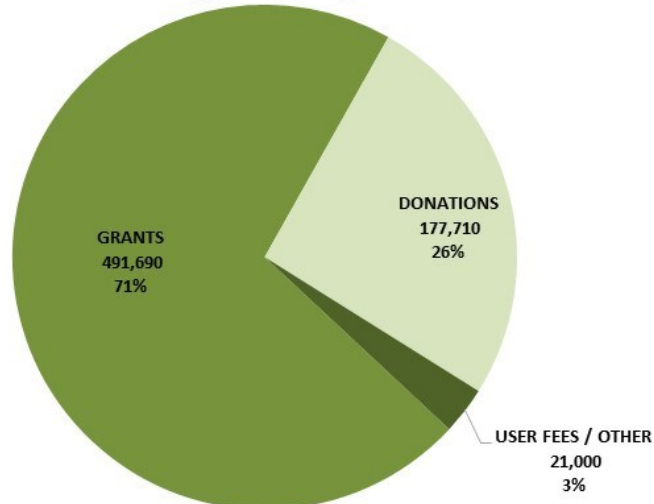
MARC 2025 BUDGETED EXPENSES (\$680,400)



MARC 2025 BUDGETED INCOME (\$690,400)



MARC 2025 BUDGETED INCOME (SUMMARIZED) (\$690,400)



**COMMUNITY GIVING FOUNDATION (CGF) FUND BALANCES
AS OF 11/22/24**

FUND	BALANCE
MARC Non-Endowed Fund	\$ 13,760.38
MARC Endowed Fund	\$ 20,236.37
Hopewell Park Pump Track Fund	\$ 54,538.92
Washingtonville Revitalization Fund	\$ 4,187.68
Montour Preserve Fund	\$ 34,005.30
TOTAL	\$ 126,728.65

NOTES AND DISCLAIMERS REGARDING CGF FUNDS

MARC is the designated beneficiary of five funds at the Community Giving Foundation (CGF). The CGF has been granted variance power to redirect these funds at their discretion and, accordingly, these funds are not deemed to be an asset of MARC and are not reported in MARC's financial statements.

All contributions are administered through the Community Giving Foundation, a 501(c)(3) organization, and are tax-deductible to the extent provided by law. IRS regulations require us to state that no goods or services were provided in consideration for gifts and the Community Giving Foundation has exclusive legal control over the contributed assets. The official registration and financial information of the Community Giving Foundation may be obtained from the PA Dept. of State by calling toll free, within PA, 1-800-732-0999. Registration does not imply endorsement.



I do hereby attest this to be an accurate and complete accounting of MARC-affiliated funds at the Community Giving Foundation.

Robert Stoudt

11/22/2024

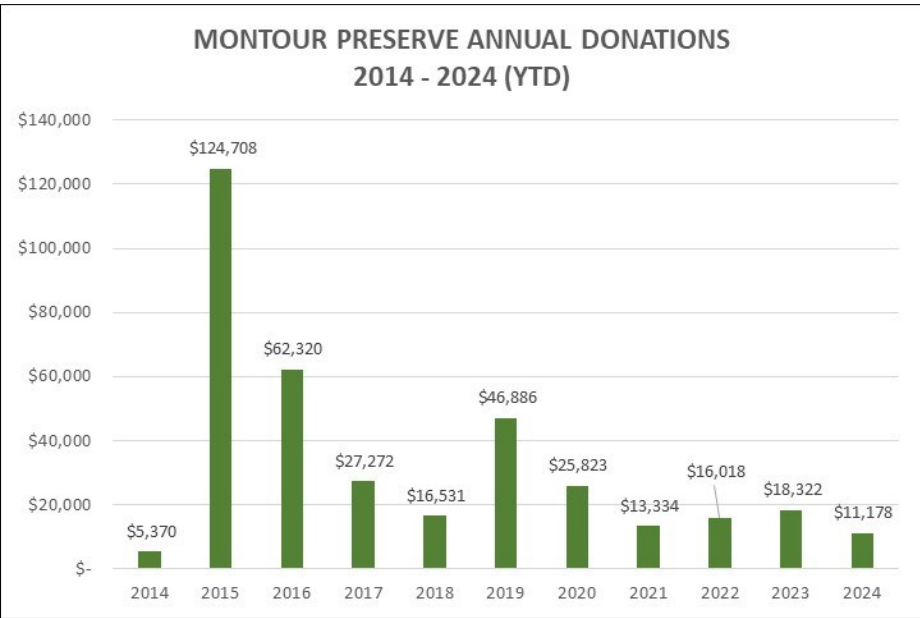
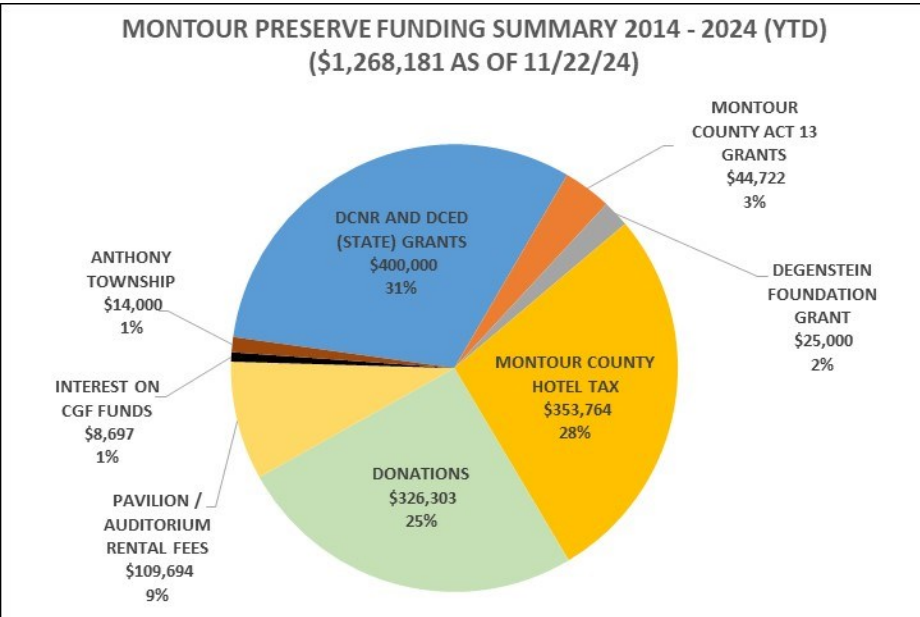
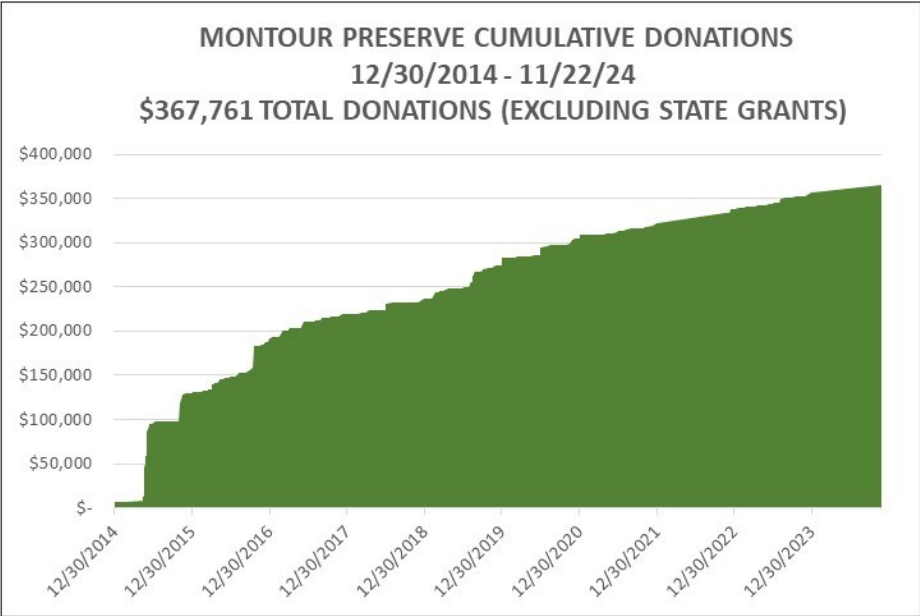
Robert Stoudt, MARC Director

Date

MONTOUR PRESERVE BUDGET HISTORY INCLUDING 2024 EXPENSES YEAR-TO-DATE													
EXPENSE	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024 (YEAR-TO-DATE)	TOTALS 2014 - PRESENT	DEFERRED MAINTENANCE (INADEQUATE FUNDING) AS OF 11/22/24
personnel	(1,262.00)	(11,528.81)	(26,335.51)	(42,455.88)	(44,759.03)	(51,897.97)	(41,152.77)	(56,652.87)	(69,130.67)	(59,745.64)	(75,248.84)	(404,921.14)	-
cleaning service	-	-	(2,200.00)	(4,480.00)	(4,000.00)	(4,130.00)	(3,280.00)	(5,232.00)	(5,408.00)	(3,840.00)	(4,464.00)	(32,570.00)	-
HVAC system maintenance	-	-	(2,191.32)	-	(1,700.00)	(59,984.05)	-	(2,114.36)	(13,352.54)	(1,724.03)	(12,346.77)	(81,066.30)	-
lawn care	-	(1,010.00)	(11,045.00)	(14,910.00)	(10,875.00)	(19,410.00)	(19,765.24)	(27,295.00)	(16,110.00)	(28,557.98)	(27,029.80)	(148,978.22)	-
parking lot / road maintenance	-	-	-	-	-	-	(683.37)	-	-	-	-	(683.37)	-
security system	-	-	(4,836.05)	(645.85)	(1,263.84)	(835.98)	(869.98)	(3,894.89)	(3,641.48)	(1,555.59)	(1,702.58)	(17,543.66)	(5,000.00)
sewage pumping	-	-	(980.00)	(1,558.00)	(955.00)	(900.00)	(900.00)	(900.00)	(875.00)	(770.00)	(800.00)	(7,838.00)	-
supplies / misc.	-	(2,777.81)	(6,732.36)	(8,555.35)	(29,668.11)	(69,467.77)	(16,264.96)	(16,729.21)	(16,616.49)	(15,467.14)	(14,309.64)	(182,279.20)	(62,500.00)
water testing	-	-	(1,268.00)	(1,440.00)	(562.00)	(715.00)	(998.00)	(1,072.00)	(1,205.55)	(1,999.00)	(1,627.80)	(9,259.55)	-
wildlife management	-	-	(2,364.28)	(1,241.50)	(2,077.96)	(4,006.14)	(3,010.44)	(2,335.65)	(3,270.71)	(2,600.11)	(2,855.57)	(20,906.79)	-
picnic area restroom plumbing repair	-	-	(182.71)	-	-	-	-	(1,944.50)	(506.56)	-	(2,871.73)	(2,633.77)	-
snow & ice removal	-	-	(630.00)	(945.00)	-	-	-	-	-	-	(500.00)	(1,575.00)	-
trail markers and signage	-	-	-	-	-	-	(8,648.69)	(898.75)	(3,816.00)	-	-	(13,363.44)	(1,500.00)
electric	-	(1,730.80)	(15,109.59)	(15,948.92)	(14,713.72)	(12,145.31)	(14,751.39)	(15,010.23)	(20,713.32)	(19,420.35)	(24,399.64)	(129,543.63)	-
internet service	-	(300.00)	(1,058.26)	(1,814.06)	(1,918.54)	(2,067.96)	(2,239.30)	(724.96)	(948.00)	(948.00)	(869.00)	(12,019.08)	-
telephone	-	-	(1,282.39)	(1,460.98)	(1,252.39)	(1,311.96)	(1,281.68)	(1,334.90)	(1,314.10)	(1,348.86)	(1,280.84)	(10,587.26)	-
trash service	-	(170.00)	(1,260.00)	(1,500.00)	(1,565.00)	(1,516.00)	(1,516.00)	(1,500.00)	(1,545.00)	(1,592.50)	(1,430.00)	(12,148.50)	-
website hosting / email service	-	(361.61)	(592.83)	(524.29)	(458.56)	(633.26)	(799.78)	(707.64)	(953.02)	(722.27)	(793.94)	(5,753.26)	-
brochures and promotional materials	-	(300.00)	(609.50)	(3,915.99)	(1,078.10)	(75.00)	(1,876.50)	(2,248.00)	(3,015.45)	(2,915.00)	-	(16,033.54)	-
programming and educational supplies	-	(549.82)	(125.00)	(759.89)	(98.02)	(692.60)	(2,630.97)	(174.69)	(3,119.86)	(328.27)	(842.80)	(8,479.12)	-
EXPENSE TOTAL	\$ (1,262.00)	\$ (18,728.85)	\$ (79,754.16)	\$ (102,155.71)	\$ (116,945.27)	\$ (229,773.00)	\$ (120,669.07)	\$ (140,769.65)	\$ (165,541.75)	\$ (143,534.74)	\$ (173,372.95)	\$ (1,292,507.14)	\$ (69,000.00)

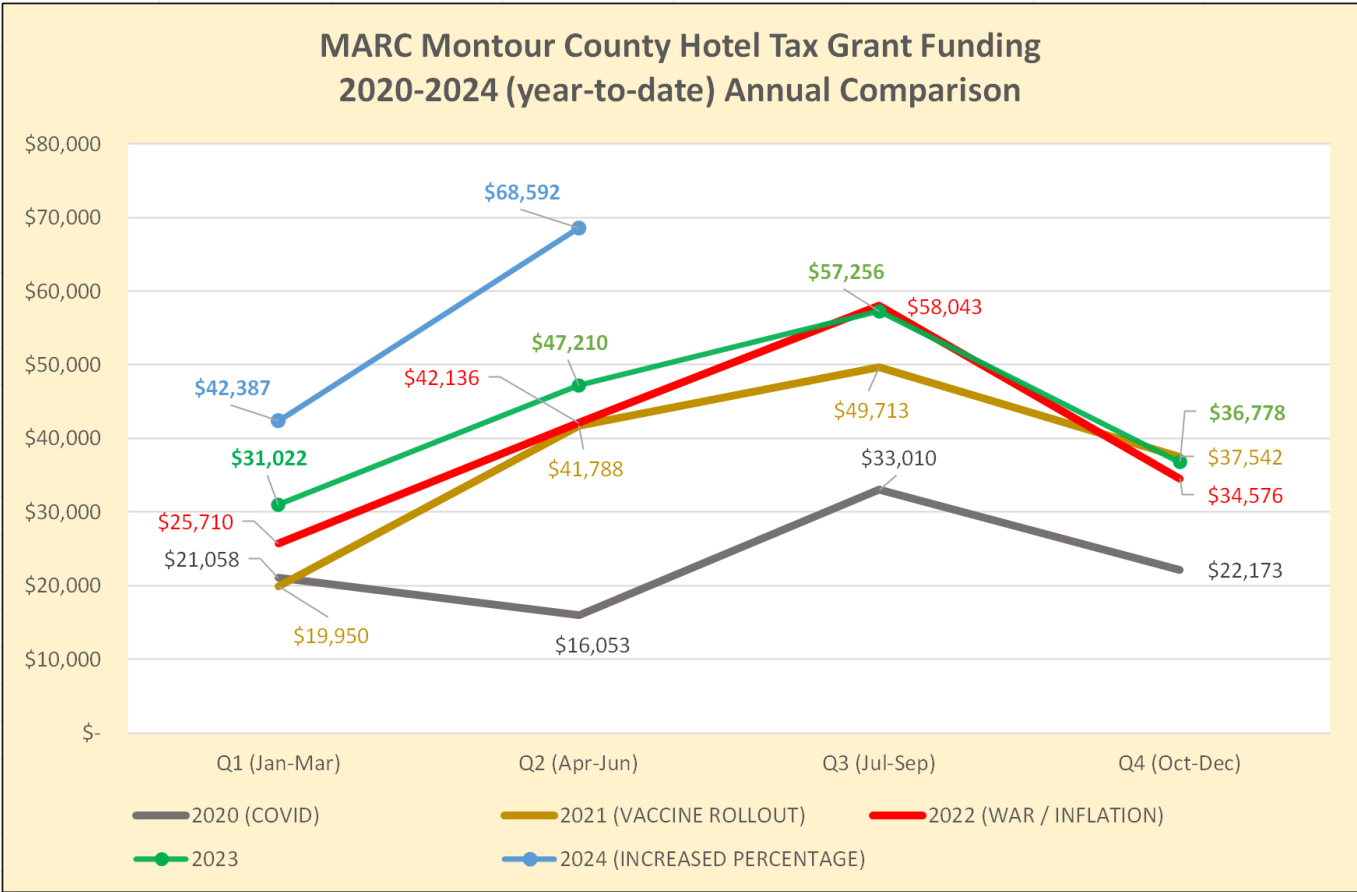
Notes:

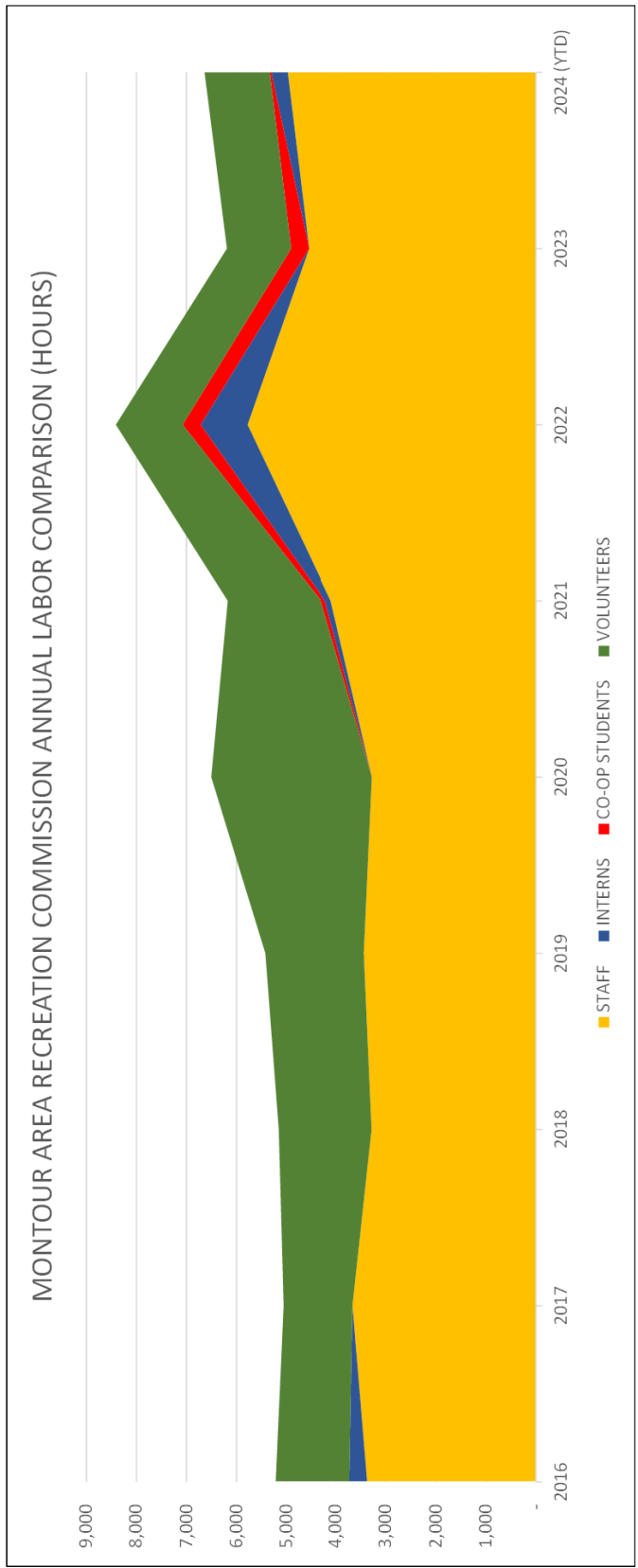
- MARC first became involved with the Montour Preserve in 2014; expenses that year included only labor for meetings and negotiations.
- 2015 expenses included maple sugaring programming, then all expenses after October 1.
- \$100,000/year DCNR grant funding 2017 - 2019
- \$100,000 DCED grant in 2019 (included purchase of tractor, HVAC units, and Visitors' Center roof repair)
- 2019 total expenses, excluding DCED grant-funded purchases, totaled \$129,773
- Electricity costs reduced in 2019 because HVAC units offline for several weeks
- Brochure/promotional costs reduced in 2019 because Columbia Montour Visitors Bureau provided materials
- Montour County Hotel Tax grant funding began in 2020
- COVID pandemic significantly affected personnel costs and other line items in 2020; several projects postponed
- Electricity costs increased significantly in 2022 because of increased PPL rates



MARC MONTOUR COUNTY HOTEL TAX GRANT FUNDING SUMMARY					
QUARTER	2020 (COVID)	2021 (VACCINE ROLLOUT)	2022 (WAR / INFLATION)	2023	2024 (INCREASED PERCENTAGE)
Q1 (Jan-Mar)	\$ 21,058	\$ 19,950	\$ 25,710	\$ 31,022	\$ 42,387
Q2 (Apr-Jun)	\$ 16,053	\$ 41,788	\$ 42,136	\$ 47,210	\$ 68,592
Q3 (Jul-Sep)	\$ 33,010	\$ 49,713	\$ 58,043	\$ 57,256	
Q4 (Oct-Dec)	\$ 22,173	\$ 37,542	\$ 34,576	\$ 36,778	
TOTAL	\$ 92,294	\$ 148,993	\$ 160,466	\$ 172,265	\$ 110,979

Note: annual totals do not match MARC annual accounting because of timing of grant receipts





SALARY ANALYSIS

compiled by Julian Brehm 10/30/24 with Stoudt notes rev. 11/22/24

Parks and Recreation Agency Director Wages		
Data Source	2023	2024
Payscale (National Average)	\$63,988	\$66,825
Ziprecruiter (Pennsylvania)	\$73,677	\$73,488
Glassdoor (Danville)	\$68,851	\$74,000
NRPA Salary Survey (w/ 1-10 employees)	\$85,000	\$90,042
Overall Average	\$72,879 (\$35.04/hr)	\$76,089 (\$36.58/hr)

Stoudt w/ master's degree and 15 years' employment w/ MARC (as of January 2025)
 Current rate is \$33/hr w/ four weeks paid time off and four paid holidays; no other benefits
 Stoudt requesting \$35/hr w/ four weeks paid time off and four paid holidays; no other benefits

Parks and Recreation Assistant Director Wages		
Data Source	2023	2024
Payscale (National Average)	\$41,353	\$41,353
Zippia (Danville w/ Bachelors)	\$56,743	\$56,743
Glassdoor (Danville)	\$48,000	\$49,000
NRPA Salary Survey (w/ 1-10 employees)	\$66,500	\$76,500
Overall Average	\$53,149 (\$25.55/hr)	\$55,899 (\$26.87/hr)

Brehm w/ bachelor's degree and 2.5+ years' employment w/ MARC
 Current rate is \$26/hr w/ two weeks paid time off and four paid holidays; no other benefits
 Stoudt requesting \$28/hr w/ two weeks paid time off and four paid holidays; no other benefits

Parks and Recreation Maintenance Supervisor / Foreman Wages		
Data Source	2023	2024
Payscale (National Average)	\$41,350	\$41,350
Glassdoor (Danville)	\$44,337	\$44,563
NRPA Salary Survey (w/ 1-10 employees)	\$46,790	\$55,000
Overall Average	\$44,159 (\$21.23/hr)	\$46,971 (\$22.58/hr)

Piatt w/ 8.5+ years' employment w/ MARC
 Current rate is \$25/hr w/ two weeks paid time off (26 hours total) and four paid holidays; no other benefits
 Stoudt requesting \$26/hr w/ three weeks paid time off (40 hours total) and four paid holidays; no other benefits

BENEFITS ANALYSIS

According to the Bureau of Labor Statistics (June 2024) 38.4% of a state and local government employee's overall compensation value is spent on benefits.

Paid leave	7.3%
Supplemental Pay	1.0%
Insurance	11.3%
Retirement and savings	13.3%
Legally required benefits	5.4%

MARC provides no insurance, retirement, or savings plans for any employees.
 Stoudt believes MARC cannot afford to add such benefits in 2025, but recommends MARC provide appropriate hourly pay rates to compensate for this problematic shortcoming in compensation.

PAID TIME OFF

Percent of Recreation Agencies Providing Vacation Days to Full-Time Staff by Years of Experience (NRPA Salary Survey, 2024)

Vacation Days	% Upon Hire	% After 5 Years	% After 10 Years
More than 24 days	1	1	15
20-24 days	1	12	51
15-19 days	7	67	31
Less than 15 days	91	21	3

Stoudt believes MARC is providing an appropriate amount of paid time off for staff, with recommended updates for 2025.

HEALTH INSURANCE

Percent of Agencies Covering a Proportion of Health Insurance Premiums For Full-Time Staff by Agency Size and Type (NRPA Salary Survey, 2024)

Portion of Covered Premium	All	Agency Size (# of full-time staff)					Agency Type		
		1-10	11-20	21-50	51-100	>100	City/Town/Borough	County	Special Park District
%	%	%	%	%	%	%	%	%	%
100	21	30	21	20	15	11	21	10	30
90-99	14	17	10	14	13	15	16	12	10
80-89	27	24	30	26	27	28	25	37	26
70-79	15	10	16	14	21	17	13	17	21
50-69	15	10	13	17	16	19	17	10	8
Less than 50	9	9	10	9	8	10	9	14	8

MARC provides no health insurance for any employees.
 Stoudt believes MARC cannot afford to add such benefits in 2025, but recommends MARC provide appropriate hourly pay rates to compensate for this problematic shortcoming in compensation.

REFERENCE SOURCES

- Director
 - [https://www.payscale.com/research/US/Job=Parks and Recreation Director/Salary](https://www.payscale.com/research/US/Job=Parks_and_Recreation_Director/Salary)
 - <https://www.ziprecruiter.com/Salaries/Recreation-Director-Salary--in-Pennsylvania>
 - [Salary: Recreation Director in Danville, PA 2024 | Glassdoor](#)

- Assistant Director
 - <https://www.zippia.com/assistant-recreation-director-jobs/salary/>
 - [https://www.payscale.com/research/US/Job=Assistant Recreation Director/Salary](https://www.payscale.com/research/US/Job=Assistant_Recreation_Director/Salary)
 - [Salary: Recreation Assistant Director in Danville, PA 2024 | Glassdoor](#)

- Recreation Maintenance Supervisor
 - [https://www.payscale.com/research/US/Job=Park Maintenance Supervisor/Salary](https://www.payscale.com/research/US/Job=Park_Maintenance_Supervisor/Salary)

- Benefits
 - [Employer Costs for Employee Compensation – June 2023 \(bls.gov\)](#)
 - [2023SalarySurvey_final.pdf](#)
 - https://www.nrpa.org/contentassets/ec05c422eacb46da9254416bcb128fcc/2024salarysurveya_bridged.pdf

MONTOUR AREA RECREATION COMMISSION PROPOSED 2025 STAFF COMPENSATION										
STAFF MEMBER	POSITION	DATE OF HIRE	EMPLOYMENT STATUS	CURRENT PAY RATE	CURRENT BENEFITS / TIME OFF	2024 AVG. HOURS WORKED/ WEEK	ANTICIPATED 2024 PAYROLL (ASSUMES NO OVERTIME)	PROPOSED 2025 PAY RATE	PROPOSED BENEFITS / TIME OFF	ANTICIPATED 2025 PAYROLL (ASSUMES NO OVERTIME)
STOUDT, ROBERT	DIRECTOR	1/4/2010	PART-TIME HOURLY W/ OVERTIME	\$33/hr	4 WEEKS (160 HOURS) PAID TIME OFF AND FOUR PAID HOLIDAYS (NEW YEAR'S DAY, EASTER, THANKSGIVING, AND CHRISTMAS)	50.1	\$ 68,640	\$35/hr	4 WEEKS (160 HOURS) PAID TIME OFF AND FOUR PAID HOLIDAYS (NEW YEAR'S DAY, EASTER, THANKSGIVING, AND CHRISTMAS)	\$ 72,800
BEAM, JON	NATURALIST	1/5/2015	PART-TIME HOURLY W/ OVERTIME	\$25/hr		0.0	\$ -	\$25/hr	NONE	\$ 1,000
PIATT, DENNIS	SENIOR MAINTENANCE TECHNICIAN	2/8/2016	PART-TIME HOURLY W/ OVERTIME	\$25/hr	2 WEEKS (26 HOURS) PAID TIME OFF AND FOUR PAID HOLIDAYS (NEW YEAR'S DAY, EASTER, THANKSGIVING, AND CHRISTMAS)	10.8	\$ 12,500	\$26/hr	3 WEEKS (40 HOURS) PAID TIME OFF AND FOUR PAID HOLIDAYS (NEW YEAR'S DAY, EASTER, THANKSGIVING, AND CHRISTMAS)	\$ 13,000
REINARD, CRAIG	MAINTENANCE TECHNICIAN	6/1/2021	PART-TIME HOURLY W/ OVERTIME	\$20/hr		0.5	\$ 1,000	\$20/hr	NONE	\$ 1,000
BREHM, JULIAN	ASSISTANT DIRECTOR	8/14/2022	PART-TIME HOURLY W/ OVERTIME	\$26/hr	2 WEEKS (80 HOURS) PAID TIME OFF AND FOUR PAID HOLIDAYS (NEW YEAR'S DAY, EASTER, THANKSGIVING, AND CHRISTMAS)	42.3	\$ 54,080	\$28/hr	2 WEEKS (80 HOURS) PAID TIME OFF AND FOUR PAID HOLIDAYS (NEW YEAR'S DAY, EASTER, THANKSGIVING, AND CHRISTMAS)	\$ 58,240
						103.7	\$ 136,220			\$ 146,040

NOTES: All MARC staff members are part-time hourly employees, receiving time and one-half pay for any hours worked in excess of 40 / calendar week. Staff receive no insurance benefits and no retirement package. Staff provide their own vehicles, computers, cell phones, and work clothes.

UPDATED 11/21/24 R. STOUDT

PROPOSED MONTOUR AREA RECREATION COMMISSION 2025 STAFF COMPENSATION FOR EXTERNAL CONTRACTS				
STAFF MEMBER	POSITION	2025 HOURLY PAY RATE (PROPOSED)	2025 EFFECTIVE PAY RATE (W/ TAXES) (ESTIMATED)	PROPOSED 2025 HOURLY RATE FOR EXTERNAL PROJECTS (25% MARK-UP)*
STOUDT, ROBERT	DIRECTOR	\$35.00	\$38.15	\$48.00
BEAM, JON	NATURALIST	\$25.00	\$27.25	\$34.00
PIATT, DENNIS	SENIOR MAINTENANCE TECHNICIAN	\$26.00	\$28.34	\$35.50
REINARD, CRAIG	MAINTENANCE TECHNICIAN	\$20.00	\$21.80	\$27.25
BREHM, JULIAN	ASSISTANT DIRECTOR	\$28.00	\$30.52	\$38.50

NOTES: All MARC staff members receive time and one-half pay for any hours worked in excess of 40 / calendar week.

UPDATED 11/21/24 R. STOUDT