

HOMEOWNERS ASSOCIATION

MILWAUKEE, WI 53224

Neighborhood Improvement District #11

River Ridge

Operating Plan 2025

August, 2024

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I. INTRODUCTION

a. Background

In 2006, the state of Wisconsin enacted Wis. Stat. 66.1110, a legislative declaration created to give Wisconsin municipalities the power to establish one or more neighborhood improvement districts (NIDs) within their communities. An assessment methodology was developed to allow the assessable residential and commercial properties within the geographical area to contribute to programs aimed at the neighborhood lighting, distinctive signage, and pocket parks enhanced public green spaces and other activities as approved by the NID Board.

The River Ridge Neighborhood Improvement District will be created in 2020, for the purposes of maintaining and improving common areas owned by the River Ridge Homeowner's Association, Inc. As well as revitalizing and improving the neighborhood areas on Milwaukee's Northwest side (see appendix A). This document is the operating plan for the River Ridge District. The NID proponents prepared the plan with technical assistance from the City of Milwaukee Department of City Development.

II. DISTRICT BOUNDARIES

Boundaries for the River Ridge NID include the following:

- Properties that front W. River Ridge Dr. in the River Ridge HOA (10240, 10302, 10310).
- All properties that front N. 103rd St in the River Ridge HOA (8460, 8463, 8455, 8451, 8452, 8443, 8433, 8430, 8436).
- All properties that front W. Wabash Ave in the River Ridge HOA (10218, 10120, 10219, 10110, 10213, 10040, 10031, 10303).
- All properties that front W. Dean Rd in the River Ridge HOA (9813, 9851, 9903, 9921, 9951, 10003, 10011, 10109, 10121, 10215).
- All properties that front N. 102nd Ct in the River Ridge HOA (8411, 8410, 8414, 8415, 8420, 8421, 8426).
- All properties that front N. 100th St in the River Ridge HOA (8410, 8411, 8414, 8415, 8420, 8421).

This configuration accounts for 43 individual lots that make up the River Ridge NID.

III. OPERATING PLAN

a. Plan Objectives

The objective of the River Ridge NID is to do the following:

- 1) To provide lawn care for common areas owned by the River Ridge HOA;
- To maintain 2 common "River Ridge" entrance signs and provide electricity to the same;
- 3) To maintain insurance policy for common areas owned by the River Ridge HOA (e.g. pond in common area as well as D&O insurance for board);
- 4) To enhance the appeal of the neighborhood and continue improvements (e.g. removal of dead trees in common areas and replacement);
- 5) To assist with planning and funding of an annual block party, neighborhood socials, and special events.
 - b. Activities for 2025

Principal activities that will be engaged in by the NID during the 2025 year of operation will include:

- 1) Hire lawn care service for common areas owned by the River Ridge HOA; Electricity to the signs;
- 2) Provide office supplies for regular mailings to announce meetings and other events;
- 3) Fund insurance policy for common areas owned by the River Ridge HOA;
- 4) Hire arborists to remove dead trees & stumps in common areas.
- 5) Plan for new neighborhood socials and special events.

c. Expenditures – 2025

The following represents the 2025 budget for the River Ridge NID.

Income (43 properties x \$200 = \$8,600)

Pond Insurance	\$250
Lawn Care for common areas	\$3 <i>,</i> 500
Tree Removal and planting	\$3 <i>,</i> 500
Electricity	\$500
Administrative Fees	\$500
D & O Insurance	\$350
Reserves	\$0
Total	\$8 <i>,</i> 600

d. Financing Method

The \$8,600 for the 2025 River Ridge NID will be realized through the NID assessment (see Appendix B). The NID board, after receiving input from our residents, has prioritized expenditures and will continue to revise the budget as necessary to match the funds actually available.

e. Organization of the River Ridge NID Board

The elected Board of Directors represents a cross section of residents that make up the River Ridge neighborhood.

Upon creation of the NID, to the District shall hold an annual meeting to elect directors to the district board ("board") consistent with terms of the subsection and the bylaws of the River Ridge NID. The board's primary responsibility will be implementation of this Operating Plan. This will require the board to negotiate with providers of services and materials to carry out the

Plan; to enter into various contracts; to monitor development activity; to periodically revise the Operating Plan; to ensure district compliance with the provisions of applicable statutes and regulations; and to make reimbursements for any overpayments of NID assessments.

State law requires that the board be composed of at least five members and that all of the board members be owners or occupants of property within the district.

State law requires the local legislative body must set the time and place for a meeting at which members of the board will be elected, and shall publish a class 2 notice under Chapter 985 that contains the information. The notice shall specify that all individuals who either own or occupy real property within the neighborhood improvement district are eligible to serve on the board and vote at the election.

It is recommended that the NID board be structured to operate as follows:

- I. Board Size To be set by the Common Council, but at least 5.
- II. Composition All board members shall be owners or occupants of property within the district. The number of board members who represent commercial and residential properties shall be set as close as possible to the proportion of each type of property to the total assessed value of all property in the District. The Board shall elect Chairperson from among its members.
- III. Term Director's terms shall be for a period of one year. Directors may be reelected.
- IV. Compensation none
- V. Meetings All meetings of the board shall be governed by the Wisconsin Open Meetings Law.
- VI. Record Keeping Files and records of the board's affairs shall be kept pursuant to public record requirements.
- VII. Staffing The board may employ staff and/or contract for staffing services pursuant to this Plan and subsequent modifications thereof.
- VIII. Meetings The board shall meet regularly, at least twice each year. The board shall adopt rules of order ("by laws") to govern the conduct of its meetings.
 - f. Relationship to the River Ridge Homeowner's Association (HOA).

The NID shall be a separate entity from the River Ridge HOA, notwithstanding the fact that members, officers, and directors of each may be shared. The HOA shall remain a private organization, not subject to the open meetings law, and not subject to the public record law except for its records generated in connection with the NID board. The HOA may, and it is intended, shall contract with the NID to provide services to the NID, in accordance with this plan.

g. The NID is not authorized to hold or own property.

IV. METHOD OF ASSESSEMENT

a. Assessment Rate and Method

It was proposed and agreed that the River Ridge Neighborhood Improvement District will be using a uniform assessment method consisting of a single dollar amount per taxable property included within the NID boundaries.

The principle behind the assessment methodology is that each property should contribute to the NID in proportion to the benefit derived from the NID. After consideration of other assessment methods, it was determined that assessed value of a property was the characteristic most directly related to the potential benefit provided by the NID. Therefore, a fixed assessment on the assessed value of the property was selected as the basic assessment methodology for this NID.

Therefore, a fixed assessment of \$200 per residential property was selected as the basic assessment methodology in the River Ridge NID.

As of January 1, 2024, the property in the proposed district had a total assessed value of over \$17,822,700.

Appendix D shows the projected NID assessment for each property included in this district.

V. PLAN AND ORDERLY DEVELOPMENT OF THE CITY

a. City Plans

In February 1978, the Common Council of the City of Milwaukee adopted a Preservation Policy as the policy basis for its Comprehensive Plan and as a guide for its planning, programming, and budgeting decisions. The Common Council reaffirmed and expanded the Preservation Policy in Resolution File Number 881978, adopted January 24, 1989.

The Preservation Policy emphasizes maintaining Milwaukee's present housing, jobs, neighborhoods, services, and tax base rather than passively accepting loss of jobs and population, or emphasizing massive new development. In its January 1989 reaffirmation of the policy, the Common Council gave new emphasis to forging new public and private partnerships as a means to accomplish preservation.

The district is a means of formalizing and funding the public-private partnership between the City and property owners in the River Ridge NID area and for furthering preservation and redevelopment in this portion of the City of Milwaukee. Therefore, it is fully consistent with the City's Comprehensive Plan and Preservation Policy.

b. City Role in District Operation

The City of Milwaukee has committed to helping private property owners in the district promote its development. To this end, the City expected to play a significant role in the creation of the Neighborhood Improvement District and in the implementation of the Operating Plan. In particular, the City will:

- Provide technical assistance to the proponents of the district through adoption of the Plan, and provided assistance as appropriate, thereafter.
- ✓ Monitor and, when appropriate, apply for outside funds that could be used in support of the district.
- ✓ Collect assessments, maintain in a segregated account, and disburse the monies of the district.
- ✓ Receive annual audits as required per sec. 66.1110 (4) (c) of the NID law.

- Provide the board, through the Tax Commissioner's Office on or before June 30th of each Plan year, with the official City records and the assessed value of each tax key number with the district, as of January 1st of each Plan year, for purposes of calculating the NID assessments.
- ✓ Encourage the State of Wisconsin, Milwaukee County, and other units of government to support the activities of the district.

VI. PLAN FOR APPROVAL PROCESS

a. Public Review Process

The Wisconsin Neighborhood Improvement District law establishes a specific process for reviewing and approving proposed districts. Pursuant to the statutory requirements, the following process will be followed:

- ✓ The Milwaukee City Plan Commission will review the proposed district boundaries and proposed Operating Plan and will then set a date for a formal public hearing.
- The City Plan Commission will send, by certified mail, a public hearing notice and a copy of the proposed Operating Plan to all owners of real property within the proposed district. In addition, a Class 2 notice of the public hearing will be published in a local newspaper of general circulation.
- ✓ The City Plan Commission will hold a public hearing, will approve or disapprove the Plan, and will report its action to the Common Council.
- ✓ The Community and Economic Development Committee of the Common Council will review the proposed NID plan at a public meeting and will make a recommendation to the full Common Council.
- ✓ The Common Council will act of the proposed NID Plan.
- ✓ If adopted by the Common Council, the proposed NID Plan is sent to the Mayor for his approval.
- ✓ If approved by the Mayor, the NID is created.
 - b. Petition Against Creation of the NID

The City may not create the Neighborhood Improvement District if, within 30 days of the City Plan Commission hearing, a petition is filed with the City containing signatures of: Owners of property to be assessed under the proposed initial Operating Plan having a valuation equal to

more than 40% of the valuation of all property to be assessed under the proposed Initial Operating Plan, using the method of valuation specified in the proposed Initial Operating Plan; or Owners of property to be assessed under the proposed Initial Operating Plan having an assessed valuation equal to more than 40% of the assessed valuation of all property to be assessed under the proposed Valuation of all property to be assessed under the proposed Valuation of all property to be assessed under the proposed Valuation of all property to be assessed under the proposed Operating Plan.

VII. FUTURE YEAR OPERATING PLAN

a. Annual Review of Operating Plan

Section 66.1110 (6) (b) of the NID law requires the board and the City to annually review and make changes as appropriate in the Operating Plan. Therefore, while this document outlines in general terms the complete development program, it focuses upon Year Two activities and information on specific assessed values, budget amounts, and assessment amounts are based on Year Two conditions. Greater detail about subsequent years' activities will be provided in the required annual Plan updates.

The River Ridge NID will continue to revise and develop the Operating Plan annually, in response to changing development needs and opportunities in the district, in accordance with the purposed and objectives defined in this Operating Plan.

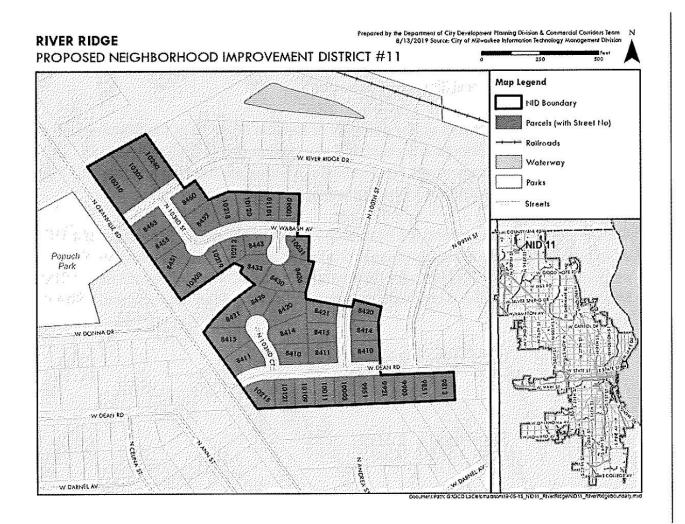
In later years, the NID Operating Plan will continue to apply the assessment formula, as adjusted, to raise funds to meet the next annual budget. However, the method of assessing shall not be materially altered, except with the consent of the City of Milwaukee.

b. Amendment, Severability, and Expansion

This NID has been created under authority of Section 66.1110 of the Statutes of the State of Wisconsin. Should any court find any portion of this Statute invalid or unconstitutional, its decision will not invalidate or terminate the NID and this NID Plan shall be amended to conform to the law without need of re-establishment.

Should the legislature amend the Statute to narrow or broaden the process of a NID so as to exclude or include as assessable properties a certain class or classes of properties, then this NID Plan may be amended by the Common Council of the City of Milwaukee as and when it conducts its annual Operating Plan approval and without necessity.

Appendix A Map of River Ridge NID boundaries



Appendix B

2025 Assessment Methodology and Property Exceptions

The proposed River Ridge NID is made up of 43 individual residences. The River Ridge NID Board, with input from the residents, will determine an annual operating budget, divide that budget into 43 equal segments and assess each residential unit an equal amount.

The River Ridge NID has no residential units that will be exempt from the funding formula.

Taxkey	Address	Owner1	Owner2	Total Assessed Value	NID 11 Assessment
0400221000	10310 W RIVER RIDGE DR	GREGORY L PETERS	JUNE PETERS	\$ 423,200.00	\$ 200.00
0400222000	10302 W RIVER RIDGE DR	DANIEL PRIEWE	MICHELLE PRIEWE	\$ 430,700.00	\$ 200.00
0400223000	10240 W RIVER RIDGE DR	TERRELL M GAMBLE	MARNY K DONALSON-GAMBLE	\$ 448,600.00	\$ 200.00
0400224000	8460 N 103RD ST	JASON LEWIS		\$ 365,200.00	\$ 200.00
0400225000	8452 N 103RD ST	THOMAS HARRIS		\$ 432,700.00	\$ 200.00
0400226000	10218 W WABASH AV	NAOMI KHALIL		\$ 481,600.00	\$ 200.00
0400227000	10120 W WABASH AV	ISAAC GARCIA	YOLANDA HERNANDEZ-GARCIA	\$ 485,800.00	\$ 200.00
0400228000	10110 W WABASH AV	LAWRENCE BURNETT	SANDRA BURNETT	\$ 417,600.00	\$ 200.00
0400229000	10040 W WABASH AV	JOSE R GARCIA SEPELVEDA	YERI L ARIAS JIMENEZ	\$ 417,900.00	\$ 200.00
0400230000	8463 N 103RD ST	MARIO MARTINEZ SALAZAR		\$ 427,000.00	\$ 200.00
0400231000	8455 N 103RD ST	LARRY HAYES	KATTIE HAYES	\$ 386,400.00	\$ 200.00
0400232000	8451 N 103RD ST	CHRISTOPHER D WARNER	TASHA D WARNER	\$ 370,400.00	\$ 200.00
0400233000	10303 W WABASH AV	BRIAN K KETTERHAGEN	SUSAN E KETTERHAGEN	\$ 421,600.00	\$ 200.00
0400234000	10219 W WABASH AV	DENISE JACKSON	GARY RISER	\$ 369,500.00	\$ 200.00
0400235000	10213 W WABASH AV	BRITTANY M TAYLOR		\$ 393,300.00	\$ 200.00
0400236000	8443 N 101ST CT	DORNICHO PULLIAM		\$ 393,200.00	\$ 200.00
0400237000	8433 N 101ST CT	GWENDOLYN IRISH		\$ 493,000.00	\$ 200.00
0400238000	8430 N 101ST CT	RICKY T MERRITT		\$ 464,700.00	\$ 200.00
0400239000	8436 N 101ST CT	BYRON KENDRICK	VAYNESIA KENDRICK	\$ 442,900.00	\$ 200.00
0400240000	10031 W WABASH AV	PARTHENIA DAVIS		\$ 371,000.00	\$ 200.00
0400241000	8411 N 102ND CT	SUNIL R CHAWDA	BHAVNA S CHAWDA	\$ 507,300.00	\$ 200.00
0400242000	8415 N 102ND CT	BRIAN A MEANS	JULIA MEANS	\$ 379,200.00	\$ 200.00
0400243000	8421 N 102ND CT	CHRISTOPHER J HANSEN	PAMELA M HANSEN	\$ 445,900.00	\$ 200.00
0400244000	8426 N 102ND CT	TOI-KAY WRIGHT	NKA TOI-KAY ROBINSON	\$ 373,600.00	\$ 200.00
0400245000	8420 N 102ND CT	PATRICK D CHATMAN	LISA D CHATMAN	\$ 412,800.00	\$ 200.00
0400246000	8414 N 102ND CT	JIMMIE BATTLE		\$ 439,500.00	\$ 200.00
0400247000	8410 N 102ND CT	ROMEL R TOLBERT		\$ 449,400.00	\$ 200.00
0400248000	8411 N 100TH ST	DIRK MASON	NICOLE MASON	\$ 367,900.00	\$ 200.00
0400249000	8415 N 100TH ST	RAE ANN BARWICK TOD		\$ 432,400.00	\$ 200.00
0400250000	8421 N 100TH ST	SHAWN A JAMES		\$ 406,600.00	\$ 200.00
0400251000	8410 N 100TH ST	JIMMY L DESHAZER	LESLIE R DESHAZER	\$ 474,800.00	\$ 200.00
0400252000	8414 N 100TH ST	ANAYO E AGWOEME	CHILERO V AGWOEME	\$ 395,200.00	\$ 200.00
0400253000	8420 N 100TH ST	TED BURKART		\$ 355,300.00	\$ 200.00
0400254000	10215 W DEAN RD	C AND SON'S II, INC		\$ 401,400.00	\$ 200.00
0400255000	10121 W DEAN RD	DIONTE KING	LAKESHA KING	\$ 381,100.00	\$ 200.00
0400256000	10109 W DEAN RD	SHANNON L SMITH		\$ 415,500.00	\$ 200.00
0400257000	10011 W DEAN RD	LAQUANA DEVAN	MARSURICE DEVAN	\$ 321,600.00	\$ 200.00
0400258000	10003 W DEAN RD	OMAR K CAMARA	DAWN M CAMARA	\$ 345,200.00	\$ 200.00
0400259000	9951 W DEAN RD	KEITH MONK	ALESHA MONK	\$ 386,900.00	\$ 200.00
0400260000	9921 W DEAN RD	RACHEAL D KALAMA		\$ 397,900.00	\$ 200.00
0400261000	9903 W DEAN RD	TASHA A BRATCHETT		\$ 473,300.00	\$ 200.00
0400262000	9851 W DEAN RD	FRANK F WILDER TOD	MARY D WILDER TOD	\$ 368,300.00	\$ 200.00
0400263000	9813 W DEAN RD	ANTHONY L POOLE	MONET M POOLE	\$ 455,300.00	\$ 200.00
					\$ 8,600.00

GRANT F. LANGLEY City Attorney

MIRIAM R. HORWITZ ADAM B. STEPHENS MARY L. SCHANNING JAN A. SMOKOWICZ Deputy City Attorneys



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January 15, 2020

Rocky Marcoux, Commissioner Department of City Development 809 North Broadway, 2nd Floor Milwaukee, WI 53202

Re: Proposed Operating Plan for Neighborhood Improvement District No. 11 (River Ridge)

Dear Commissioner Marcoux:

Pursuant to your request, we have reviewed the proposed Operating Plan for the abovereferenced Neighborhood Improvement District No. 11.

Based upon that review, it is our opinion that the Plan, is complete and complies with the provisions of Wis. Stat. § 66.1110(2)(f).

Very truly yours,

GRANT/F GLEY

City Attorney

EMY R. MCKEI

Assistant City Attorney

SUSAN E. LAPPEN PATRICIA A. FRICKER **HEIDI WICK SPOERL GREGG C. HAGOPIAN** JAY A. UNORA **KATHRYN Z. BLOCK** KEVIN P. SULLIVAN THOMAS D. MILLER **ROBIN A. PEDERSON** JEREMY R. MCKENZIE PETER J. BLOCK JENNY YUAN ALLISON N. FLANAGAN **HEATHER H. HOUGH ANDREA J. FOWLER** PATRICK J. MCCLAIN NAOMI E. GEHLING **CALVIN V. FERMIN BENJAMIN J. ROOVERS** ELLENY B. CHRISTOPOULOS **RACHEL S. KENNEDY TYRONE M. ST. JUNIOR** HANNAH R. JAHN JULIE P. WILSON **GREGORY P. KRUSE KIMBERLY A. PRESCOTT** SHEILA THOBANI **KATRYNA C. RHODES** NICOLE F. LARSEN JAMES M. CARROLL WILLIAM G. DAVIDSON **MEIGHAN M. ANGER** ALEXANDER R. CARSON **JENNIFER J. TATE** Assistant City Attorneys

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HOMEOWNERS ASSOCIATION

MILWAUKEE, WI 53224

ANNUAL REPORT 2023

River Ridge Board of Directors -

- Brian Ketterhagen
- Dawn Camara
- Dornicho Pulliam
- Byron Kendrick
- Shannon Smith

NID Priorities -

- To enhance neighborhood aesthetic via care of common areas.
- Crime remediation and reduction.
- Communicate with residents to ensure that they are aware and abide by neighborhood and aesthetic covenants.
- Facilitate and ensure familiarity and collaboration between neighbors.
- Look for new board members.

Core Programs -

- Common Area Grass/foliage Maintenance
- Summer Block Party/Community Events
- NID Enhancement Projects

River Ridge Core Events -

- Neighborhood Block Party
- Neighborhood Clean-up

River Ridge Major Projects for 2023-

- Securing a common area maintenance contract with lawn care service.
- Securing a tree service to remove dead trees and replant new trees
- Clean up the common area remove invasive plants make it easier to maintain

RIVER RIDGE NEIGHBORHOOD IMPROVEMENT DISTRICT #11 FINANCIAL STATEMENTS FOR THE YEAR ENDED DECEMBER 31, 2023 (With Accountant's Review Report)

Tax Return Preparation Financial Statements Payroll Checkwriting Bank Reconciliations Computer Training

N96 W18221 County Line Rd.	Menomonee Falls, WI 53051	jason@dmaccounting.com
phone (262) 253-9955	fax (262) 253-9953	www.dmaccounting.com

RIVER RIDGE NEIGHBORHOOD IMPROVEMENT DISTRICT #11

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INDEPENDENT ACCOUNTANT'S REVIEW REPORT

To the Board of Directors River Ridge Neighborhood Improvement District #11 Milwaukee, WI

We have reviewed the accompanying financial statements of River Ridge of Milwaukee Neighborhood Improvement District #11 (a non-profit organization), which include the statement of financial position as of December 31, 2023, and the related statements of activities - cash basis for the year then ended. A review includes primarily applying analytical procedures to management's financial data and making inquiries of Organization management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements as a whole. Accordingly, we do not express such an opinion.

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the cash basis of accounting and for designing, implementing, and maintaining internal control relevant to the preparation and fair presentation of the financial statements.

Our responsibility is to conduct the review in accordance with Statements on Standards for Accounting and Review Services issued by the American Institute of Certified Public Accountants. Those standards require us to perform procedures to obtain limited assurance that there are no material modifications that should be made to the financial statements. We believe that the results of our procedures provide a reasonable basis for our report.

Based on our review, we are not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in conformity with the cash basis of accounting, as described in note A.

James M Downer, CPA

Tax Return Preparation # Financial Sta	atements 🖷 Payroll Checkwriting	Bank Reconciliations	Computer Training
N96 W18221 County Line Rd.	Menomonee Falls, WI 5305	1 jason@d	maccounting.com
phone (262) 253-9955	fax (262) 253-9953	www.dn	naccounting.com

River Ridge of Milwaukee - NID #11 Statement of Financial Position As of December 31, 2023

	Dec 31, 23
ASSETS	
Current Assets	
Checking/Savings	0.004.40
Cash - BMO Harris Bank	6,394.43
Total Checking/Savings	6,394.43
Total Current Assets	6,394.43
TOTAL ASSETS	6,394.43
LIABILITIES & EQUITY	
Equity	5 006 70
Operating Retained Earnings	5,096.70 2,042.06
Net Income	-744.33
Total Equity	6,394.43
TOTAL LIABILITIES & EQUITY	6,394.43
	-

River Ridge of Milwaukee - NID #11 Statement of Activities January through December 2023

	Jan - Dec 23
Ordinary Income/Expense	
Income	
HOA Dues	8,600.00
Total Income	8,600.00
Expense	
Bank Fees	27.00
Insurance	598.00
Landscaping and Groundskeeping	
Dead Tree Removal	950.00
Landscape and Lawn Service	3,700.00
Pine Tree Trimming	475.00
Under Brush Removal	2,375.00
Total Landscaping and Groundskeeping	7,500.00
Office Supplies	32.50
Professional Fees	350.00
Tool Rental Expense	450.00
Utilities-Sign Entrance Lights	386.83
Total Expense	9,344.33
Net Ordinary Income	-744.33
let Income	-744.33

NOTES TO THE FINANCIAL STATEMENTS DECEMBER 31, 2023 (See Accountant's Review Report)

NOTE A - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Organization

River Ridge Neighborhood Improvement District #11's objective is to: Provide lawn care for common areas, maintain 2 "River Ridge" entrance signs and provide electricity to them, maintain insurance policy for common areas owned by the River Ridge Home Owners Association, to enhance the appeal of the neighborhood and continue improvements, assist with planning and funding of an annual block party, neighborhood socials and special events.

Accounting Method

The financial statements of the Organization have been prepared on the cash basis of accounting.

Revenue

Funds are received through Home Owners Association membership dues.

Expenses

The organization pays expenses established in the Operating Plan. The balance of revenue to expenses are recorded against net assets.

Tax Return Preparation · Financial Statements · Payroll Checkwriting · Bank Reconciliations · Computer Training

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