

## Windham County Natural Resource Conservation District Minutes

Tuesday, November 4th, 2025, 6:30 pm

Geof's house, 301 Barrows Road, Brattleboro, VT

Present: Meg Kluge, Geof Dolman, Linda Corse, board supervisors, Cory Ross: Executive Director; Heather Blunk: Agricultural Specialist; Arrow Kitchens; Administrative Assistance; Emma Gregg: Agricultural Specialist, Isabel Bowman: Conservation Specialist

- Quarter 1 FY26 Financial Reports
  - \$151,635.76 income
  - Received most of core services payment and half of AgCWIP
  - Increased expenses because of seasonal staff
  - Received 21% of annual income
  - Quick books continues to be “haunted” (oooooooooooo)
  - Quarter Ended September 30th
  - Cash will remain tight until government reopens
  
- Updates On Shutdown
  - VACD furloughed 9 employees
  
- VACD Updates/ Annual Meeting
  - A lot of policies are going to be brought forward to the VACD full board meeting. Surrounding dues and making them more formalized
  - We agree every district should pay dues and should at the very least lose their vote at VACD board meetings if not paid, but ideally lose out on VACD grant opportunities.
  - Dues are currently \$3,000
  - Advocacy policy: A single DM could veto. Concerned about supervisors not being a part of the decision process and therefore not being kept as informed. Ideally we will engage with these issues at all board meetings so board is up to date on the happenings
  - Closed sessions for VACD board: should be in bylaws that they can go into closed session
  - Capitalization Policy (we should have one as a district)
  - Compensation: Creates a mechanism in the future to allow compensation to reps who attend meetings.
  - These changes have to be made at annual meeting so this is why all of these are up
  
- Strategic Planning Update
  - Build strategies after settling on goals and objectives
  - We like the Mission Statement
  - Goals and Objectives
    - Change Landowners in Goal 1 (stewards / users) (community) (in our district)

- Should update invasive to introduced
- End goal 1 after promote (we will then add it in the objectives)
- Objective of goal 1 : Prioritize projects the promote native plant habitats
- Get rid of control measures and replace with (Integrated Pest Management)
- Objective 2 - add augment next to streamline. (Removing constraints, removing barriers and supporting implementation of conservation practices on working lands.)
- We might need to have objective for Ag, non working lands, Water
- Under objective two have two different paragraphs so that one address farms and one address working lands
- ECOSYSTEM
- technical assistance to other land stewards to increase conservation practices towards ecosystems
- We will drop objective 4 because Cory will make objective 2 more inclusive. Also tweaking 3
- Goal 2 (get rid of region and replace with county)
  - Objective 1
  - Call out where our role is unique
  - Cut out first line everything before and and start with Foster
  - Annually ID what we do well and are capable of doing.
  - Coordinate with other organizations to avoid duplication.
  - MORE STRATIGIES
- Goal 3 (move this goal to an objective) create a system to attract and engage attract and retain attractive staff through appropriate compensation support and Hire additional staff to meet identified needs.
  - STRATEGY IS MAKE A GRANT FUND YAY extra points for cooperative ideas

**Motion to accept October 8th minutes moved, seconded and passed**

Next meeting December 10th at Geoffs

**A motion to adjourn the meeting at 9 pm was moved, seconded and passed.**

Respectfully submitted,  
Heather Blunk