

Windham NRCD
Board of Supervisors Meeting
September 9, 2026
Board Packet
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Windham County Natural Resources Conservation District

August Supervisor Meeting

6:30 PM, Wednesday, September 9, 2026

Suite 130, Thomas Hall

Winston Prouty Campus

130 Austine Drive

Brattleboro, VT 05301

<https://us02web.zoom.us/j/84969056308>

Agenda

Land Acknowledgement

We respectfully acknowledge the traditional, ancestral, unceded territory of the Abenaki People, who have stewarded this land throughout the generations.

Review Agenda for Additions or Changes

New Business

1. NRCS Updates

On-Going Items

1. NRCC and VACD Updates
2. Update from Personnel Committee
3. Annual Meeting Planning
4. Reststop Fundraiser Planning
5. Monthly Report on District Activities

Secretary's Report

Approve minutes from June 10, 2026

Review Upcoming Supervisor Meeting Dates:

Next meeting: October 14, 2026

Other Business

Executive Session

Future Agenda Items:

1. FY26 Financial and Programmatic Reporting

September 2026 Report on District Activities





Top: District staff after pulling water chestnut on the Connecticut River on August 21st

Bottom: Isabel shows off an invasive Chinese Mystery Snail on the Connecticut River

- **This report covers district activities between August 11 and September 4*
- **Financials:**
- As of 9/1/26 we have a balance of \$67,952.82 of equities minus liabilities (on a cash basis). For comparison, we had:
 - \$88,873.40 on 8/1/2026 (last month)
 - \$4,241.53 on 9/1/25 (last year)
- VACD was able to pay our execution of award payment for our Ag-CWIP agreement on 8/27. We're still waiting for our agreement and payment for core services. Both of these were expected the first week of July.

General Updates

- **Advocacy**
 - Action Circles will be hosting a “Hopes, Fears and Dreams” activity on September 23 from 9-12 at the Capital City Grange in Montpelier. The purpose of this meeting will be to identify one or more possible sources of structural funding for us to pursue through our advocacy work in 2026-2027. If successful, this may enable more consistent, reliable funding for districts than lobbying the legislature each year and waiting to find out our funding amount until late spring or summer.
 - NRCC is expected to approve our budget request to the Agency of Agriculture for FY28 at the September council meeting. The request being recommended by Clare and Michelle is \$912,000, which would represent level funding.
- **AmeriCorps**
 - Abby designed an updated outreach brochure about the district.
 - Abby tabled at the West Townshend Farmers Market on 8/28 to share our annual survey and other outreach materials. Abby is scheduled to table at the Brattleboro Area Farmers Market on 9/5 and the Putney Farmers Market on 9/6.
 - Abby is collaborating with Bay Holmes (AmeriCorps at CRC) and the Green River Watershed Alliance to plan a community outreach event on the Green River on October 17th.
 - Abby has continued collaborating with Sam Pierce (AmeriCorps at VLT) on implementing invasive species removal and educational workshops at Winston Prouty Center, Brattleboro Area Farmers’ Market, and Edible Brattleboro’s Food Forest.
- **Sales Programs:**
- **Ag-CWIP:**
 - We have an executed agreement for FY27 and FY28 that runs through 6/30/28.
 - We received our execution of award payment. Our first semi annual report and invoice will be due 1/15/27.
 - Continued planning annual celebration
 - Sent out monthly funding news letter
 - Emma attended workshop on silvopasture at bread tree farm, a farm growing chestnuts, hickories, and grazing sheep on a large scale.
 - Emma is planning horse grazing workshop
- **AFT RCPP:**
 - Taking over managing two RCPP contracts
 - Payment received on July invoice.
- **NACD TA:**

- Isabel is working with Emma Kuester on field verifications for introduced plant management
- Assisting with NRCS applications (due September 25th) and contract management
- Site visits for NRCS applications
- Attended monthly Brattleboro field office strategy meeting
- VACD has informed us that we will likely have a gap in funding when our current agreement ends 9/30 before we get a new agreement in November. The good news is that the NACD funds that have been held up by OMB appear to be moving finally. We've been told to expect an agreement sometime in November, although we're still waiting for an amount. NRCS will play a large role in deciding where these funds are most needed depending on staffing shortages at various USDA service centers around the state. We're planning to use Ag-CWIP funds to enable our planning staff to continue necessary work during this gap in funding. If this turns into a longer gap than expected we'll need to revisit this. Suddenly pulling staff off of contracts and applications they've been managing would present a major challenge to both NRCS and the producers so we'd like to avoid this.
- Emma worked with Jim E to get mobile tools IPADS AND GPS units to allow the district to plan EQIP/CSP more accurately/efficiently
- Emma has been planning VAWQP SE meeting at retreat farm in December focused on farm viability /sucession planning and water quality programs interactions

Long Island Sound Futures Fund (LISFF) Watershed Planning:

- Successful events held in Cheshire, Sullivan, Caledonia, Grafton, and Coos counties for cover crop, no till, and agroforestry
- Emma hosted a successful no till workshop at milkweed farm, (despite the downpour)
- Emma has been organizing data for reporting, a synopsis for the public and NFWF
- Emma has workshops planned in rotational grazing for sheep, cattle, and horses, and agroforestry
- **NRCC: Tactical Basin Planning:**
 - We have an executed agreement for FY27. Our final invoice and report for FY26 are due 9/15.
 - Cory and Isabel attended the regional coordination meeting on 8/20.
- **Grant-in-aid:**
 - The seasonal crew and volunteers continue to pull water chestnut in Hinsdale and Rockingham
 - With fewer rosettes found in each area, we have surveyed additional waterbodies with no new detections found!

- We've underutilized greeter funds thus far due to staffing shortages and rain outs, so we're able to extend the season through Indigenous Peoples Day at Harriman, Raponda and Somerset.
- Gina DePaolis was doing some volunteer greeting as part of her internship with the district. That internship has ended so we've hired her in a part-time capacity to help cover some greeter shifts for the remainder of the season.
- **Trees For Streams:**
 - Isabel, Abby, and Madelyn are preparing three TFS applications for fall tree plantings
 - Isabel is working with the AVCC on obtaining free native plant seeds to include in these plantings
- **Project Development**
 - Isabel is awaiting WPD ID numbers for a few projects prior to submitting the final reporting
- **Vermont Community Foundation:**
 - Isabel attended the HWI cohort meeting at the North Branch Nature Center on 8/24
- **Stiltgrass:**
 - The stiltgrass crew confirmed stiltgrass along 3.3 miles of Stickney Brook. Isabel met with the Brattleboro Department of Public Works (who own the land around Stickney Brook and Sunset Lake) on 9/2/26 to discuss stiltgrass and potential management options
- **Watershed Grant:**
 - Abby, Sam Pierce from VLT, and the seasonal technicians have gotten started removing plants on the Winston Prouty campus and at the Brattleboro Farmers Market
 - Abby and Sam are planning demonstration days and volunteer work days about invasive plant management
 - Abby and Sam are designing educational signs about invasive plants and management techniques
- **SE VT CISMA:**
- **WUV Workforce Capacity Building Grant:**
 - Cory has continued to meet with Dave Dore from Structural Integrity. Current work has focused on correcting issues with how payroll liabilities are being recorded, tracked and paid in Quickbooks, as well as possible changes to our personnel policy to streamline some of the accounting associated with pay raises and paid time off accruals. We're also in the process of launching RAMP, which is a free payment service that will help streamline and simplify some of our operations. RAMP can also issue staff individual credit cards with specific budget amounts and restrictions around types of use. This should alleviate the amount of

reimbursements being processed each month and reduce staff use of the district debit card.

- **NFWF Forest and Rivers Fund Grassland Bird Project:**

- Kate presented on grassland bird conservation for the Harris Center for Conservation Education on August 11th.
- Kate also presented on grassland bird conservation for the Southeastern Vermont Audubon Society at Brooks Memorial Library on August 18th.
- Financial assistance payments are being given out to farmers in the program.
- Kate, Cory and Cat met to discuss how the season has gone and how we can improve it in year 3.
- Kate has organized a steering committee meeting for September 8. Kate is also working on our final reporting for this year to NFWF.
- Kate's last day will be September 11th.

- **Whitingham WISPr**

- We have an executed agreement with a contractor for the year 2 treatment of knotweed. This will take place in September.

- **NRCC DM Representative:**

- Cory attended the National Association of Conservation District Northeast Meeting in Wilmington, Delaware August 24-27, along with Linda and Michelle Monroe from VACD. This year's program included a three-day management training that provided a wealth of valuable information and ideas Cory will be working to implement over the next year.

- **MARC Enhancement Design and Implementation Block Grant Lake Raponda Shoreline Erosion Control Final Design Grant**

- Final designs are now complete. All permit applications have been submitted. We're being told the US Army Corps of Engineers Permit might not be issued until November, which could push this project back into 2027. The funder has indicated that an extension is available if needed. We're holding off on issuing the RFP for a construction firm until we make a decision about whether any work can realistically be completed this fall given this timeline change.

- **MARC Enhancement Design and Implementation Block Grant SEVCA Stormwater and Wetland Restoration Preliminary Design Grant**

Other:

- Cory has been meeting with Jason Girard (Vermont Community Foundation), Chris Campany (Windham RPC) and Camille Barchers (UMass Amherst Planning Professor)

to work towards developing a watershed-scale planning and education project utilizing student planners. We've zeroed in on the Green River Watershed for this project. Jason is working on funding for this work, although we can use our VCF funds to support some staff time on this.

**note: please see below for a summary of current grant agreements and an acronym list.*

Reference Materials *

**Not updated monthly, only as grants change status*

Current Grant Awards:

- **MARC Enhancement Design and Implementation Block Grant Lake Raponda Shoreline Erosion Control Final Design Grant**
 - Grant runs until 12/31/27 with all work required to be completed by 10/31/27. Provides \$44,586 to complete final designs for the set of water quality management practices identified last year during the preliminary design round. Since we worked with DuBois & King on the preliminary design round, our procurement policy allows us to execute an agreement with them for this round of design work without going to bid again.
 - Cindy Ingersoll and Chris Yurek at MARC are the grant contacts.
 - Amendment executed on 8/3/26 to increase the total award to \$47,926 to support increased costs associated with the Army Corps of Engineers Permit.
- **MARC Enhancement Design and Implementation Block Grant Lake Raponda Shoreline Erosion Control Implementation Grant**
 - **Grants runs until 12/31/27 with all work required to be completed by 10/31/27. Provides \$98,612** for implementation of clean water block grant-eligible practices.
 - The Town of Wilmington appropriated an additional \$29,038 for the non-clean water block grant eligible items in this project.
 - Cindy Ingersoll and Chris Yurek at MARC are the grant contacts.

- **MARC Enhancement Design and Implementation Block Grant SEVCA Stormwater and Wetland Restoration Preliminary Design Grant**
 - Grant runs until 12/31/27 with all work required to be completed by 10/31/27. Provides \$26,572 to complete initial site analysis, alternatives analysis and 30% designs for a preferred set of alternatives at the Southeast Vermont Community Alliance facility in Westminster, VT, near the Henwood Hill Marsh. We'll need to post a RFP for this project.
 - Cindy Ingersoll and Chris Yurek at MARC are the grant contacts.

WRC WISPr Funding

- This award utilizes funding from the Town of Whitingham up to 10% of the cost of the recently installed wastewater treatment facility (~\$300,000) for natural resources projects in the town. Windham NRCD is working with WRC, DEC and the town to identify projects to fund with these funds. Our current subagreement with WRC only supports a buffer planting and invasive species management project along VT-112 in Whitingham at the municipal lot and the Wastewater Treatment Facility.
- The current subaward is for \$25,192.71 and runs from 2/27/25 - 11/1/27.
- Most of these funds will flow to a licensed applicator performing three successive cutting and/or herbicide applications and a planting crew (likely Redstart who gave us a quote), but some funds are held for staff time managing the project.
- Future awards may be executed if suitable projects can be developed. Funds will support Final Design and Implementation, but not preliminary design.
- Margo Ghia at WRC is the contact for this agreement.

NRCC Project Development

- This is a block grant administered by NRCC. Lina Smith is the contact for this grant.

- We have an award of up to \$6,500 in staff time and mileage to complete project development activities for tree planting sites in the Saxtons River Watershed.

-This grant runs 1/1/26 to 12/31/26,

- Isabel will be taking the lead in completing these activities, which will include:

- Outreach to landowners, typically by mailing
- Site visits for interested landowners
- Coordination with DEC staff to develop selected sites for applications for preliminary design funding.

Watersheds United Vermont Workforce Capacity Development Grant

- This is a 24 month agreement (1/1/26 to 12/31/28) that funds:
 - Our agreement with Structural Integrity (Dave Dore) to help us develop and implement efficient and accurate financial management practices.
 - A portion of the administrative assistant position
 - Lyn Muno and Erica Goldberg at WUV are the contacts for this grant.
- 90% of funds will be paid up front, with the remaining 10% upon completion of all grant activities. Agreement includes a claw-back provision if we fail to spend some of the money on eligible expenses.

NRCC: Core Agreement (FY27)

- This is a block grant administered by NRCC. Clare Ireland is the contact for this grant. All invoices should be submitted to clare.ireland@partner.vermont.gov with lina.smith@vacd.org cc'd.
- The deliverables on this grant are as follows:
 - A FY27 work plan and budget by September 15
 - FY26 Financial and Project Results Reporting by September 15, including:
 - FY26 Balance Sheet
 - FY26 Profit and Loss
 - Completed FY26 Project Results Spreadsheet
 - Completed FY26 Financial Reporting Spreadsheet
 - Supervisor Elections by January 15, 2027
 - Any report, data, or other relevant information resulting from the district's locally led process by no later than June 30, 2027
 - Certification of DM Performance Review conducted by NRCD Board of Supervisors by no later than June 30, 2027.
 - Supervisor reimbursement claims for per diem and expense incurred through June 30, 2027 by no later than July 15, 2027.
- The payment schedule for this grant is as follows:
 - Executed Agreement - Due July 1, 2026 - \$30,000
 - FY26 Project Results and Financial Reporting and FY27 Workplan and Budget - September 15, 2026 - \$10,000
 - Supervisor Elections Process - January 15, 2027 -\$6,000
 - Participation in the Locally-led Process - Anytime by June 30 - \$6,000
 - DM Performance Review - Anytime before June 30, 2027 - \$5,000
 - NRCC Supervisory Union Rep Reimbursement - anytime before July 15, 2026

· **NRCC: Basin Planning (FY27)**

This is a block grant administered by NRCC. Timeline is August 1, 2026 – July 31, 2027. We do not have an executed agreement yet, but we have an approved workplan and an award amount of \$26, 235. The exact workplan can be viewed here: [FY 27 Workplan](#) but includes some of the following tasks:

- Attending annual meetings of the LRA, CRC, GRWA and conducting outreach to these and other watershed groups.
- Attend Monthly Regional Coordination Meetings with Partners and DEC Watershed Planner to promote coordination and collaboration between partners and the state around which projects we pursue and implement

- A wide variety of public outreach including tabling at festivals and public events and doing outreach to the lakeshore communities in our county about the Lakewise Program.
 - Work with partners and landowners to implement targeted water quality efforts on Newton Brook in Vernon. Watershed Planner will assist district and other key partners (including CRC) on where additional testing is needed in order to inform outreach and project prioritization to address the region's only agriculturally impaired watershed.
 - Continue to promote the Brattleboro "Adopt-a-drain" program to address stormwater runoff entering Kettle Pond and the Whetstone Brook
 - Work with key partners to develop approximately 2 workshops or webinars on the benefits of riparian buffers, no-mow areas, beaver dam analogs, post assisted log structures, or watershed health
 - Provide technical assistance to non-agricultural landowners to help them protect water quality, improve flood resilience and support littoral and riparian habitat through appropriate stewardship. This work will include fielding and responding to landowner questions about water quality and habitat-related issues affecting their land.
 - Deliver additional targeted outreach to forestry landowners in the region in order to support adoption of agroforestry management practices and to promote use of the district's skidder bridge.
 - The district will help to plan and host a VIP workshop to help train volunteers for aquatic invasive species surveys on the region's lakes.
 - Other activities will include referring water quality concerns to appropriate staff at DEC and VAAFM, coordinating landowner support with partners and identifying project opportunities that can be referred to the district's project development programming. This work will take place in both basins 11 and 12. District staff will plan and implement community forums on flood resilience for the towns of Newfane and Williamsville, similar to what was held in Dover in 2025-2026. Assist with implementation of storm water master plans in coordination with Windham Regional Commission and watershed planner.
-
- Plan and run a Nitrogen-reduction working group (this will pair with the LISFF project if funded)
 - Technical Assistance to non-ag landowners in littoral and riparian settings.
 - Support for the basin planning process in Basin 12 (Deerfield).

○ ○

Southeast Vermont Cisma (these are grants that the district holds but that Cisma partners assist with implementation)

NRCC: Ag-CWIP

· This is a block grant managed by VACD. Emily Nummer is the primary contact. The two-year agreement runs from July 1, 2026-June 30, 2028. This grant funds:

§ Outreach and education efforts focused on clean water and healthy soils, including workshops for producers and the public.

Our total award is for \$221,500. We have an executed agreement for this award now: [Ag-CWIP Contract](#)

§ Technical Assistance to producers aimed at supporting practices that protect and restore water quality and soil health; includes on-farm visits by staff as well as coordinating farm teams meetings to develop broad support for producers with partner agencies and nonprofits.

§ Soil sampling assistance

American Farmland Trust RCPP

○ American Farmland Trust has an RCPP agreement to implement regenerative soil health practices throughout New England. We have a contract with AFT for Windham NRCD to host a 0.5 FTE conservation planner position to complete work in Windham, Bennington and portions of Windsor counties.

○ Invoices are due monthly for our costs.

○ Total contract is for \$200,000 and runs through 9/30/2026.

We have been told we can continue to invoice under this agreement through 6/30/27. AFT has applied for a new 5-year award throughout the region and has included Windham NRCD in their

proposal budget for \$225,000. This would likely end up funding about 0.5 FTE over 4 years and pair well with our NACD TA Funds.

Vermont DEC Grant in aid: Aquatic Invasive Species 2026

This funding source from the Vermont Department of Environmental Conservation supports greeter programs and aquatic invasive species survey and removal efforts. Kim Jensen is the primary contact at VT DEC for this work. Our award includes the following funding:

Water Chestnut Survey and Removal at four sites - \$35,098

Harriman Reservoir Greeter Program - \$18,477

Somerset Reservoir Greeter Program - \$6,534

Lake Raponda Greeter Program - \$18,129

South Pond Greeter Program - \$8,771

Additional funds are provided by local partners:

Great River Hydro: \$5,000 for Somerset

Raponda Foundation: \$5,000

Ames Hill Marlboro Community Center: \$4,0000

Town of Wilmington: \$3,500

Town of Marlboro: \$1,000

Marlboro Parks Department: \$1,000

In kind support is provided by the Lake Raponda Association, Connecticut River Conservancy and the Windham County Sheriff's Office/GRH (through their agreement for staffing at the boat launches on weekends on Harriman).

NRCC DM Rep

This small agreement with NRCC pays for Cory to act as District Manager Representative. Cory attends statewide coordination meetings, helps plan and facilitate district manager meetings and works to support better collaboration between district managers and with state and federal partners. The agreement runs from July 1, 2026 – June 30, 2027. Clare Ireland at NRCC is the contact for this grant.

National Fish and Wildlife Foundation – Long Island Sound Futures Fund

- We have an executed agreement with the National Fish and Wildlife Foundation for the below work:
- Working with Marie Caduto and Marli Rupe (DEC) on an application for a 3-year planning project to begin development of nitrogen reduction modeling for ag practices in the CT River Valley. Project would bring together state, federal and district staff along with researchers from UVM, UNH and Dartmouth to identify practices for Nitrogen reduction on farms. Part of this project will include stakeholder meetings with producers to help build a framework for N reduction practices that are compatible with CT River Valley farms. This could potentially lead to a multi-year implementation project in the future. Proposal would provide \$32,000 for Windham NRCD to serve as the coordinator for the Vermont portion of the project.

- Award is for \$418,596. Much of this will be subcontracted to partners
 - We received a one year extension until 11/30/26. We also executed a no-cost budget amendment that moved much of the funding from contractual to personnel.

National Association of Conservation Districts Technical Assistance, Education and Outreach Grant

This grant funds Windham NRCD staff supporting NRCS's conservation planning work. Planners support farmers and applications through the 9-step process and help get funds out the door to implement conservation practices in the county through programs like EQIP and CSP. We applied through VACD for \$135,200 to support a full-time planner for one year. This application has been held up by OMB and we still don't know when/if it might be funded. VACD executed a 3-month agreement using other funds with us to allow for this work to continue from 7/1/26 to 9/30/26. We have an agreement to fund 0.5 FTE for these 3 months (\$16,900).

Pending Grant Awards:

- Staff developed a proposal to the National Fish and Wildlife Foundation's Long Island Sound Futures Fund Funding Round to fund an implementation phase of our current watershed planning project. We were able to coordinate with a wide variety of partners, including Essex, Caledonia and Ottauquechee NRCDs, the Connecticut River Watershed Farmers Alliance, Cheshire County Conservation District, and NOFA NH to develop a 3 year, \$1.46 million proposal for technical and financial assistance throughout the CT River Watershed in Vermont and New Hampshire. If funded, this will support development of farmer-to-farmer sharing and education about selected priority agricultural practices (with \$5,000 payments to producers who participate in this aspect of the program), financial assistance to new implementers and technical assistance provided by districts and other key partners. We expect a funding decision in November. This RFP required a 50% match, so our ability to develop a proposal of this size speaks to both the increased funding VT districts have available (larger Ag-CWIP and NRCC Core

Services Awards, most notably) and our strong relationships with partners. VACD and NHACD provided letters of support, which is much appreciated.

Japanese Stilt Grass Early Detection Rapid Response

Submitted a proposal for additional funding to continue the mapping and removal efforts for stilt grass. The final proposal is for a 2-year, \$31,221.60 proposal that would support 200 hours per year for Isabel to serve as point person and coordinator on early detection rapid response efforts, 160 hours per year for a seasonal staff person to work on invasives mapping and removal, and funding for contractors to assist with mapping and removal and chemical applications where appropriate. Rachel Cliche at Silvia O Conte NWR is the contact person for this grant.

Windham County Natural Resource Conservation District
Supervisory Board Meeting Minutes (DRAFT)

Wednesday, June 10th, 2026, 6:30 pm

301 Barrows Rd Brattleboro, VT 05301

Hybrid Meeting, Zoom

Present: Cory Ross, Executive Director; Arrow Branwen, Administrative Assistant; Heather Blunk, Agricultural Specialist; Kate McKay, Seasonal Avian technician; Meg Kluge, Geof Dolman, and Linda Corse, board supervisors;

Zoom Participants: Pieter van Loon and Katie Morrison, board supervisors; Emma Keuster, NRCS

Land Acknowledgement: *We respectfully acknowledge the traditional, ancestral, unceded territory of the Abenaki People, who have stewarded this land throughout the generations.*

1. Review Agenda for Additions or Changes
 - a. Discussing personnel policy, convening subcommittee
 - i. Added to Greeter and Tech Hires
2. New Business
 - a. NRCS Updates
 - i. Awarded funding for CSP and EQIP programs
 1. 15-20 contracts in Windham County
 2. Greatly assisted by local fund pool, huge kudos to WCNRCD with leading local work groups for this
 3. Cost shares low amount mean that a lot of people won't be moving forward with brush management projects or invasive control projects
 - a. Next year might be different
 - ii. Been working on updates, have a staff meeting tomorrow talking about emergency watershed programs
 - b. FY27 Budget
 - i. Had a lot of input and good advice from Dave Dore at Structural Integrity, sent a helpful template
 - ii. Overview is going over projected end of FY26 and the projected FY27 budget

- iii. On track to close FY26 with net income of \$41000, better than anticipated
 - 1. Have better utilized grant funding, gotten amendments to help with personnel costs
 - 2. Will have a balance of \$116000 at the close of FY26
 - a. Covers about 1.5 months of expense
 - b. Would like to get to 3 months worth of expenses, challenging because grants don't always pay on time as expected
 - 3. Got the WUV grants to purchase computers for staff, which wasn't originally in the budget; covered by grant income
 - 4. Issue on the FY26 budget overview that says \$6900 was spent on "membership" which we have not used in years; trying to address the issue during the meeting, but will investigate further after
 - 5. Also some issues with inconsistencies in numbers for how much was spent on healthcare; probably a typo or glitch with document equations, will investigate later
 - 6. Grassland Bird Project payments, some were paid in FY26 and some may be paid in FY27
- iv. **Meg moves to approve FY27 budget proposal**
 - 1. **Geof seconds**
 - 2. **Further Discussion:**
 - a. \$1.3M+ in revenue
 - b. \$1.1M in costs
 - c. \$310000 - funding that we applied for or will apply for and are awaiting a decision
 - d. Funding staff pay increases, supporting Americorps, annual meetings, subcontractors, wages for permanent and season staff, infrastructure, vehicle maintenance
 - 3. **Vote: All in favor, none opposed**
 - 4. **Passed 7:09PM**
- c. FY27 District and Staff Workplans
 - i. Cory gives an overview of the workplan of permanent and temporary staff
 - ii. Workplan fits in nicely with our strategic plan, a useful guiding document for writing the workplan
 - iii. Possibility of hosting a public forum for legislative candidates

1. Have to make sure we stay politically neutral, not just inviting who we agree with
2. If it is an election year, it is difficult because they are burned out from campaigning, etc
- d. 2026 Greeters and Invasive Species Technician Hires
 - i. According to last meeting's minutes, the board had approved the hiring of those candidates and also approved Cory to hire more as more candidates are available
 - ii. All IST's hired and doing well
 - iii. Addition to the agenda: Personnel Policy
 1. Need board and staff to join subcommittee to review and draft new personnel policy
 2. One item that might need to be looked at is schedule for pay increases
 3. Another is performance reviews, and if the board is needed when performing those
 4. **The subcommittee will update the personnel policy**
 - a. **Pieter and Arrow will join existing personnel subcommittee with Linda and Meg**
- e. Summer Picnic
 - i. Have the opportunity to bring everyone together, in place of July board meeting
 - ii. Location suggestions:
 1. Living Memorial Park shelter with tables
 2. Winston Prouty also has an outdoor space
 - iii. Date and Time:
 1. Aiming for July 28th or 30th
 2. Midday or Late Afternoon/Early evening
 - iv. Will organize spreadsheet for food later
3. On-Going Items
 - a. NRCC and VACD Updates
 - i. Council meeting last week
 1. Most of the meeting focused on discussion of making sure that deliverables for core services happen
 - a. Did not end up as definite that they must do full evaluation of district manager
 - b. They decided on providing a template

- c. Some effort being made for district boards to do a district manager/executive director performance evaluation as a core deliverable
 - 2. Did not get to Act 181 discussions
 - a. The law has passed; states that VACD will partner with Vermont Council on Rural Development to develop a plan to get feedback because Act 181 has weakened Act 250, taken out all environmental protections provided by Act 250
 - 3. Will probably be some discussions this summer about statute changes or bylaw changes
- b. Update from Budget and Building Acquisition Subcommittee
 - i. Revisited the Winston Prouty office, could take possession of renting this space July 1st
 - ii. Thomas Hall, Suite 112
 - iii. Rent is \$1,850 a month
 - iv. Appears in budget as rent + utilities x 12
 - v. Security deposit equal to one month's rent, but might be paid over time; there was nothing out of the ordinary in rental agreement template received
 - vi. **Geof moves that we go ahead with rental of Winston Prouty office**
 - 1. **Pieter seconded**
 - 2. Seems like a really good opportunity
 - 3. Someone on staff there can do some room painting for \$25/hr
 - 4. Will have some time to move everything in, get painting done before any of that and maybe before renting officially starts
 - 5. Not without risk, projected cashflow still works even if things get tight
 - 6. **All in favor, none opposed**
 - 7. **Passed 8:04PM**
- c. Technical Service Provider Work
 - i. Qualified Individual Work, related to TSP work:
 - 1. Regenerative pilot program (CHECK)
 - 2. Want 25% of all contracts in country to be fed through RPP
 - 3. More analyzed than regular soil testing, discounted rate for RPP
 - 4. \$180/test, three tests per land unit
 - 5. Looking at using Ag-CWIP, but thinking it is a no

6. Could come up with a rate that makes sense to charge farmers since money for this doesn't cover it
 7. Data will be useful to look at how the regenerative work their doing is affecting land
4. Secretary's Report
 - a. Approve minutes from May 6, 2026
 - i. **Meg moves to accept minutes**
 - ii. **Pieter seconds**
 - iii. No discussion needed
 - iv. **All in favor, none opposed**
 - v. **Geof abstains because he was not there**
 - vi. **Passed, minutes accepted 8:19PM**
5. Review Upcoming Supervisor Meeting Dates:
 - a. July Meeting: See picnic discussion, skipping regular meeting
 - b. Next meeting: August 12, 2026
6. Other Business
 - a. Cory will forward edits about questions for the FY26 budget issues
7. Future Agenda Items: None
8. **Motion to move into executive session for personnel reasons made by Geof:**
 - **Seconded by Meg**
 - **All in favor, none opposed**
 - **Passed 8:23PM**
9. Executive Session **Motion was made by Geof, with a second from Meg to come out of executive session at 8:33 PM. Motion passed.**

Motion made by Geof, with a second from Meg to deem Arrow Branwen's performance very satisfactory and that they should move on the pay scale, etc. as per policy. Motion passed.

Motion made by Pieter, second by Geof to adjourn at 8:35 PM. Motion passed.

Respectfully submitted,

Arrow Branwen

Executive Session addendum submitted by Linda Corse