

**COASTAL MOUNTAINS  
LAND TRUST**



Board of Directors Meeting

4pm, December 21st, 2021

**AGENDA**

Zoom link: <https://us06web.zoom.us/j/85427066622>

**A. Welcome & Happy Holidays**

**B. What's Coastal Mountains Land Trust got going on right now? (see pg. 4)**

**C. Board Discussion: Year-In-Review**

a. Year-In-Review Slideshow

b. Mission Moments – Board & Staffing Sharing of Best Moments of 2021

**D. Land Trust History: Main Stream and Long Cove Preserves, Stockton Springs, Prospect & Searsport  
Sears Island Conservation Easement, Searsport**

**E. On the Horizon: Prospect of Funding from Penobscot River Estuary consent agreement (see pg. 5)**

**F. Action Items:**

**1. Proposed Board Motion:** To approve minutes from the November 23rd, 2021 board meeting

The Board of Directors hereby approves the minutes of the meeting of the Land Trust's board of directors held on November 23<sup>rd</sup>, 2021. (see pg. 12)

**2. Proposed Board Motion:** Approval of revised Membership & Community Engagement Committee

The Board of Directors hereby approves the adoption of a revised job description for the updated membership & community engagement committee (formerly the membership & marketing committee) that supports the staff in engaging the Land Trust membership and in enhancing the organization's connection with the community through communications, event implementation, and other outreach strategies. (see pg. 18)

**3. Update on Status of Land Protection Capital Investments – Ian Stewart (To be sent separately)**

**4. Proposed Board motion:** Approval of Acquisition of the Mathies property, Mt. Tuck Focus Area, Stockton Springs - per recommendation of the Land Protection Committee (see pg. 19)

The Board of Directors hereby approves entering into a purchase and sale agreement for the purchase of fee title to a portion, 28 acres in size, of a property owned by Cindy Mathies, that is located near the Meadow Road in Stockton Springs. The purchase price of the property shall not exceed \$22,000. The Board of Directors approves all expenditures necessary to complete this purchase, including survey and transaction costs, the President, or in their absence another officer of the Board of Directors, to execute all documents necessary to enter into the purchase and sale agreement and to close on the purchase. In addition, the Board of Directors approves allocation of funds at closing of the

acquisition, or as soon thereafter as funds are available, to the Conservation Lands Defense TRF and the Land Trust Stewardship Reserve TRF as stated in the policies of the Board of Directors. Total project costs for this purchase, including land costs, transaction costs, and stewardship funds shall not exceed \$35,000.

## **G. Priorities We're Working On**

- a. Executive Director report
  - i. Land Protection
    - 1. Slab City donation completed – December 10th
    - 2. Bloomstein closing – December 28th
    - 3. Donaldson Property
  - ii. Stewardship
    - 1. 7 miles of the Round the Mountain Trail now open
  - iii. Community Engagement
    - 1. Learning Landscapes
  - iv. Organization
    - 1. Student board member process update
    - 2. Office updates – foundation/office updates

## **H. Committee Updates**

- 1. **Major Gifts Committee** (*meeting 12/20, no minutes yet*)
- 2. **Membership & Marketing Committee** (*minutes, pg 26*)
- 3. **Finance and Investment Committee** (*minutes, pg. 27*)
- 4. **Land Protection Committee** (*minutes, pg. 34*)
- 5. **Stewardship Committee** (*minutes pg. 37*)
- 6. **Board Advancement Committee** (*met 12/17, no minutes yet, pg. 39*)
- 7. **DEI Committee** (*minutes, pg. 40*)
- 8. **Executive Committee** (*minutes, pg. 42*)

## **I. New / Future Business**

## **J. Executive Session**

*Upcoming Committees / Board Meetings:*

Tuesday, Jan. 11th	1:15pm Stewardship Committee 4:00pm Executive Committee
Wednesday, Jan. 12th	2pm Major Gifts Committee 3:30pm Land Protection Committee
Wednesday, Jan. 19th	2:30pm Board Advancement Committee 4:00pm Finance Committee
Thursday, Jan. 20th	12 noon – Membership and Community Engagement Committee  No Board Meeting Scheduled for January
To be determined	DEI Committee



## What's Going On at the Land Trust Now?

December 2021

Drafted by Polly Jones, Office Manager



### Stewardship

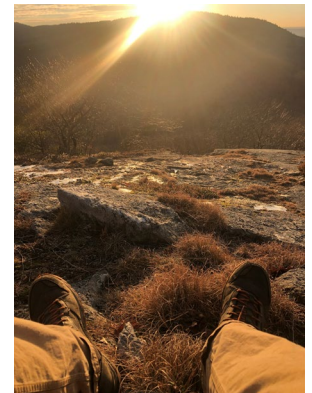
#### *Knox County*

- Dan Ford is flail mowing Beech Hill
- Kiosks are being built at the Chapman Barn
- Wrapping up easement and preserve monitoring (a couple head scratchers but no violations)
- Wednesday Field Crew has been blazing boundary at Bresnahan II
- Scouting Gronros for trail easement and corridor location.
- Putting up a couple finishing signs Friday morning and the RTM Phase II will be appropriately signed and ready for opening.



#### *Waldo County*

- The Head of Tide shed (HOT shed for short) has been ordered from the Amish builders in Unity. Site work for the shed has been completed. Delivery scheduled for early March, and power will likely be installed in April/May.
- The 2 mile long Mount Tuck trail has been cleared by Boy Scout Ryan Ordelt. Signage and bridges will be installed in the spring along with some tread work on the new trail. A public trail opening will happen in May 2022.
- Preserve monitoring is almost done. This year we've had over 40 volunteers, three board members, and five staff turn in volunteer forms.
- The Belfast work crew has been clearing boundaries for the past month, on Head of Tide, Stover, Mount Tuck, and Meadow Brook Preserves.



### Development

- Our December publicized goal of 20 new members by the end of the year has brought in 17 new members, and we still have 2 weeks to go.

### Community Engagement

- Facilitating ecology adventures for Camden-Rockport Elementary School's Nature-Based Pre-school and supporting the teacher with resources and guidance in outdoor education.
- Guiding the V-ALT (alternative education) Searsport H.S. teacher in an on-going experiential service learning project on the school's woodland property, adjacent to the Mill Brook preserve.
- Creating our Learning Landscape model to further connections with area schools to *conserve* land, *enhance* the land with outdoor classrooms and trail systems etc. and *support* educators in teaching outside.
- Creating our events calendar for 2022, including full moon hikes, a monthly hiking series, monthly family ecology walks starting in the spring, a luminary trail on the Belfast Rail Trail and more!

### Land Protection

- The Slab City Land Conservation Company LLC's donation of 58 acres in Lincolnville closed on December 10th. We are grateful for this generous gift!
- The Bloomstein purchase of 73 acres in the Town of Knox is scheduled to close December 28th.
- We received confirmation that NAWCA will fund the purchase of the Bloomstein parcel (\$100,000). Hooray!
- The two parcels abutting the Bloomstein parcel, Wagner and Smith, are tentatively closing December 28th also.
- Assuming these three projects close, we will have closed 13 projects\* and conserved 588 acres this calendar year. \*counting the Lincolnville swap as two projects.

For full info se: <https://www.penobscotriverremediation.com/>

## Proposed Settlement Aims to Clean Up Mercury in the Penobscot River Estuary

March 19, 2021 [Nancy Marks](#) - Alum

After two decades of litigation, a proposed consent decree from Maine People's Alliance, NRDC, and Mallinckrodt US LLC could accelerate the recovery of Maine's largest river.



The Penobscot River in Maine

Justin Lewis/Getty Images

*This blog was co-authored with Jesse Graham of [Maine People's Alliance](#).*

Today, Maine People's Alliance (MPA), NRDC, and Mallinckrodt US LLC filed a proposed consent decree to settle litigation over mercury contamination in the Penobscot River estuary.

This settlement, once reviewed and approved by the court, would conclude more than two

decades of litigation and court-ordered studies of the river, benefit the environment, and accelerate the recovery of the river.

**Here are the quick facts:**

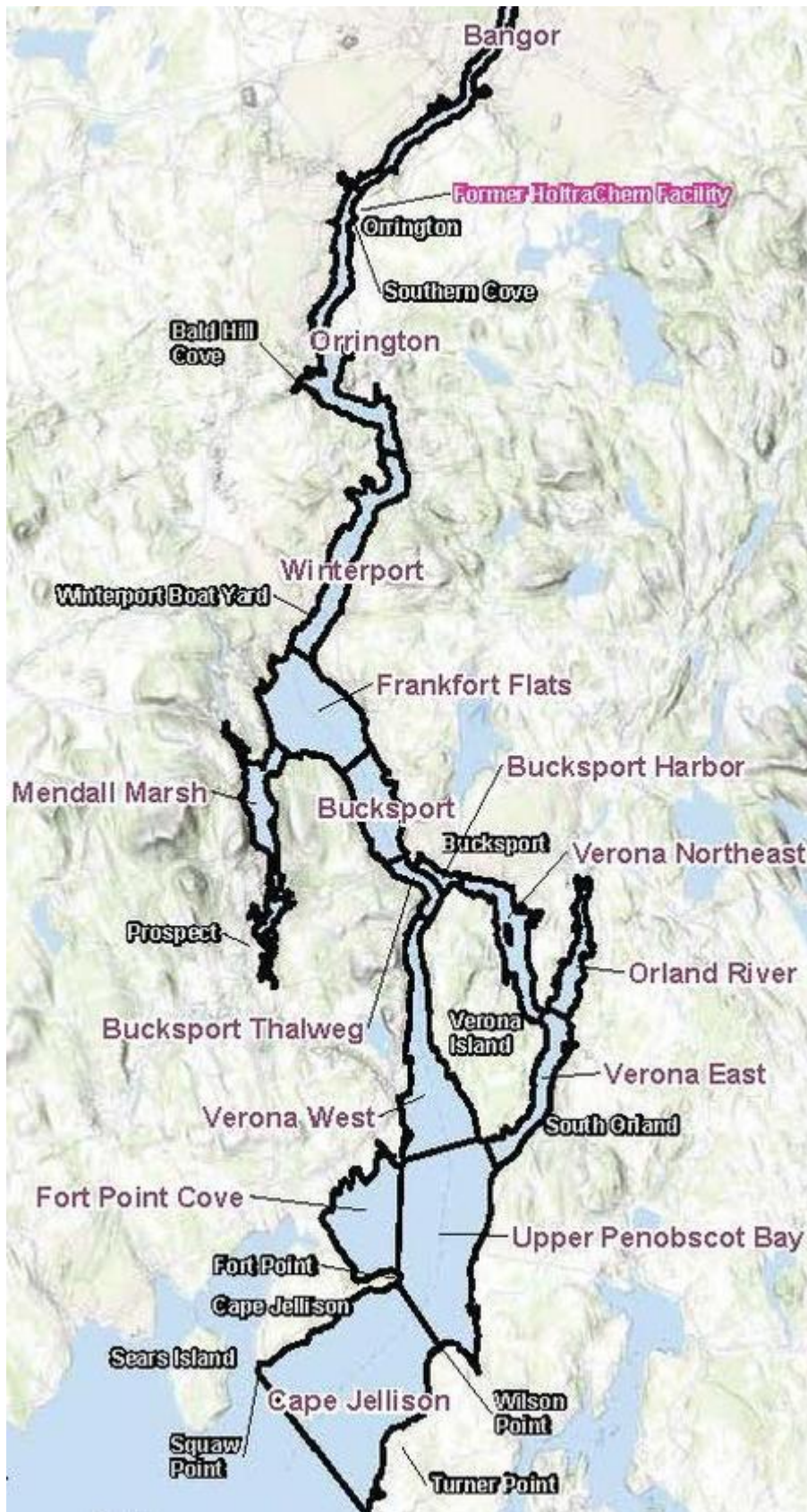
- Mallinckrodt will pay at least \$187 million, and up to \$267 million, for activities to remediate mercury in the Penobscot River estuary.
- To date, Mallinckrodt has paid over \$30 million to fund court-ordered studies of the river, and these studies informed the design of the planned remediation.
- Cleanup activities will be directed by an experienced, independent trustee.
- Work will include at least capping contaminated sediments with clean sediments, targeted removal of contaminated sediments, beneficial environmental projects, and long-term monitoring.
- All remediation work will go through applicable local, state, and federal permitting and review procedures.
- The court will establish a process for reviewing the proposed settlement.
- The settlement will take effect only if the court approves it.

Under the proposed consent decree, Mallinckrodt will fund two trusts to implement remediation work in the river and beneficial environmental projects. Mallinckrodt will deposit \$187 million into the trusts and will contribute up to an additional \$80 million if specific contingencies occur. MPA, NRDC, and Mallinckrodt have selected an independent trustee, the Greenfield Environmental Trust Group, to manage the trusts and direct the remediation work. Greenfield has 30 years of experience managing complex environmental response trusts and cleanups around the country.

The three parties anticipate that the remediation work will reduce mercury concentrations across the estuary, but they also recognize that because the Penobscot River is a complex ecosystem, exact benefits of any particular remedial measure may be difficult to predict and measure with certainty. Most important, the parties negotiated this settlement to avoid further litigation and delays and instead begin cooperative remediation of the river as soon as possible.

Now that the proposed consent decree has been lodged with the U.S. District Court for the District of Maine, the court will review and determine whether it is fair, reasonable, and in the public interest—and it will take effect only if the court approves it. The parties anticipate that the court will establish a process for public input.

**Background on *MPA and NRDC v. HoltraChem Manufacturing Co., LLC, and Mallinckrodt US LLC***



Amec Foster Wheeler, September 2018, Phase III Engineering Study Report, Fig 1.1



The Penobscot River estuary in Maine extends from the head of tide in the vicinity of Bangor to the northern end of Penobscot Bay in the vicinity of Fort Point and Cape Jellison. Beginning in 1967, a former chlor-alkali facility in Orrington released mercury into the Penobscot River estuary. The facility was owned and operated by Mallinckrodt's corporate predecessor until 1982, then by Hanlin Group, Inc., and later by HoltraChem Manufacturing Company, LLC. In 2000, MPA and NRDC sued Mallinckrodt and HoltraChem under the Resource Conservation and Recovery Act, asking the court to order an independent study to evaluate the harms from the mercury contamination and then order appropriate remedial measures to clean up the river. The court found that Mallinckrodt was liable as a source of the mercury and that the mercury could endanger health and the environment. A court-appointed panel of scientists studied the mercury contamination in the estuary, finding elevated concentrations of mercury in sediment and wildlife and recommending remedial action to clean up the river.

Informed by the study's results, the Maine Department of Inland Fisheries and Wildlife in 2011 advised pregnant women and young children not to consume waterfowl taken along the lower Penobscot River due to elevated concentrations of mercury in black duck tissue. In 2014, the Maine Department of Marine Resources closed lobster and crab fisheries north of Fort Point because of mercury concentrations in lobster and then expanded the closed area in 2016.

After a trial in 2014 to evaluate the study's findings, the court appointed an engineering firm to identify cost-effective remedial actions that would accelerate the recovery of the river. The structure of the proposed consent decree is generally modeled on the engineering firm's recommendations, which were filed with the court in October 2018. In total, the extensive court-ordered scientific and engineering studies lasted more than a decade, at a cost of over \$30 million.

## **Details of the Proposed Consent Decree**

Before going further, let's define some of the possible remediation actions:

- *Beneficial Environmental Projects*: Projects that provide environmental or public benefits to affected communities or the environment
- *Capping*: The placement of clean materials over contaminated sediment to create a barrier between contamination and the water column
- *Enhanced Monitored Natural Recovery*: The addition of clean sediment naturally dispersed by tides and currents, so that the clean sediment mixes with contaminated sediments, thereby diluting contamination and accelerating natural recovery processes
- *Long-Term Monitoring*: Repeated measurements of mercury levels in wildlife, sediments, and water over decades
- *Removal*: Excavation or dredging of contaminated materials to remove contamination

As mentioned above, under the consent decree, Mallinckrodt will fund two trusts that will implement remedial measures intended to accelerate the river's recovery. Mallinckrodt will deposit \$187 million into the trusts over the next seven years and, if certain contingencies occur related to remediation and disposal costs, will pay up to an additional \$80 million to the trusts. The court will retain jurisdiction over the consent decree throughout its implementation. Of course, all remedial actions will have to comply with applicable local, state, and federal permitting and other regulatory requirements.

The trusts will implement five categories of remedial actions:

### **1. Capping in the Orrington Reach**

The consent decree provides at least \$50 million for capping approximately 130 acres of intertidal sediments along the east bank of the Penobscot River in the vicinity of

Orrington. Clean sediment will be added to cover areas that have elevated concentrations of mercury.

## **2. Targeted Removal of Mobile Sediment**

The consent decree also provides at least \$70 million for targeted removal of contaminated sediments and wood waste that have been trapped in the estuary by tides and currents.

(The specific locations and amount of removal will be determined by the trustee.)

Materials removed from the estuary will be beneficially reused if possible or safely disposed of, outside of the aquatic environment.

## **3. Remediation in the Orland River and East Channel**

While the specific remedial actions in this region will be determined by the trustee, the consent decree provides \$30 million for remediation in the region that includes the Orland River and the channel east of Verona Island.

## **4. Beneficial Environmental Projects**

In addition to its focus on remediation in the estuary, the consent decree provides \$20 million for projects that will benefit the environment and the communities affected by the contamination. The specific projects will be determined at a later date.

## **5. Long-Term Monitoring**

Finally, the consent decree provides at least \$10 million for 30 to 45 years of monitoring of mercury concentrations in sediment, water, and wildlife. The length of the monitoring program will depend in part on the results of the monitoring.

## **Public Participation**

MPA, NRDC, and Mallinckrodt are reaching out to notify interested parties about the decree and explain the components of the proposed remediation. All the parties strongly encourage the public's participation in reviewing the decree (which is available at [www.nrdc.org/resources/mallinckrodt-case-documents](http://www.nrdc.org/resources/mallinckrodt-case-documents)) and in any public input process that the court establishes.

More information about the court-ordered studies of the Penobscot River estuary is available at [www.penobscotmercurystudy.com/](http://www.penobscotmercurystudy.com/).

Filing this proposed settlement is a major milestone in the fight to clean up toxic mercury pollution. If approved by the court, this settlement will turn the page on more than two decades of litigation and start a new chapter of cooperative work to accelerate the recovery of the Penobscot River estuary. That is good news for wildlife, and all of the people who live near, work on, fish in, and enjoy this special place.

Minutes  
Coastal Mountains Land Trust  
Board of Directors Meeting  
November 23, 2021  
University of Maine Hutchinson Center, Belfast, ME

Board members present: Johnson, President; Call, Conard, Gabel, McDevitt, Moore, Noble, Ruffin, Wallingford, White, Wolfe

Board members absent: Rittmaster, Thanhauser

Staff present: Stewart, Gates, Rogers, Shaida

Guests: Tempe Landi, incoming Development and Communications Coordinator; Robert Demont, President of Demont & Associates Philanthropic Counsel; Joe Cannon, Operations Manager, Demont & Associates

The meeting came to order at 3:32 p.m. at the Hutchinson Center, 80 Belmont Avenue, Belfast. A quorum was present throughout. Five Board members were physically present at the Hutchinson Center; six Board members attended remotely. New Development and Communications Coordinator Tempe Landi was present via Zoom. She will start work at the Land Trust early in 2022. Bob Demont and Joe Cannon from Demont & Associates Philanthropic Counsel were present to report on results of Demont's recent gratis evaluation of the Land Trust's fundraising efforts. The Demont group works primarily with land trusts and children's organizations in New England, not with hospitals or universities.

1. Board Learning Session: Presentation of Culture of Philanthropy Evaluation (COPE) Results – Ways to Improve CMLT Fundraising Success: Demont Associates

Bob Demont summarized learnings from his firm's recent review of Coastal Mountains Land Trust's fundraising program, looking for potential areas of improvement and ways to increase donations in support of the Land Trust's work. His firm sent out questionnaires and tabulated results. The Land Trust plans to hire two additional staff members to work in the area of fundraising.

Demont's recommendations include: 1) consider holding a workshop on what Board members should know about philanthropy; 2) get five to seven Board members involved with major-donor (\$2,500+) contacts annually; 3) do a better job of recognizing volunteers' time and efforts in fundraising; 4) set connection goals, not just goals of dollars raised; record and report progress; have social media goals; 5) continue making philanthropy fun!

Demont said that placing emphasis on planned giving (leaving a bequest to the Land Trust in one's will) does not stop people from giving during ongoing fundraising campaigns. Most planned gifts are made during a regular fundraising campaign.

Moore said the Land Trust has put on a series of small fundraising campaigns in the past few years. We underestimated the capacity of our donor base. How should we decide whether and when to launch a major fundraising campaign, within a couple of years of the last campaign? Demont said CMLT should consider its needs and priorities, and look at what other campaigns are going on currently in the region. Is the CMLT Board capable of putting on a major fundraising campaign at this time? Does it have adequate experience in fundraising?

Call asked Demont's opinion about fundraising for "bricks and mortar", to add to the Land Trust's office space. Demont said that a group needs to set aside 40% of a building's cost for endowment to pay for building upkeep. Johnson thanked Demont for his valuable input. Demont and Cannon left the meeting at about 4:37 p.m.

A Board member asked what a fundraising firm charges for handling a campaign: is it a flat fee, or a percentage of the money raised? Johnson said that the Land Trust handled the Round the Mountain fundraising campaign entirely in-house. Would we have raised more money if we had hired an outside firm?

Would we feel good about hiring a firm like Demont to run a fundraising campaign? (A voice off-camera said “No”.)

## 2. What’s Coastal Mountains Land Trust Got Going On Right Now?

In order to save time at the meeting, there was no report about current activities. These are described in Polly Jones’s summary in Board packets for today’s meeting.

## 3. Action Items

### 3.1 Vote to Approve Minutes of Sept. 28 and October 26, 2021 Special Board Meetings

On motion of White/Ruffin, Board members voted unanimously to approve the minutes of the September 28 Board meeting and a revised version of the minutes of the October 26 Board meeting (not the version in Board packets for today’s meeting).

### 3.2 Vote to Approve Slab City Partnership Land Donation, Lincolnvile

Gabel recused himself from participation in this agenda item, and left the meeting during discussion and vote. The Slab City tract is ~58 acres of land on Slab City Road in Lincolnvile owned jointly by Whitney and Anthony Oppersdorff, Dominique and Landis Gabel, Mark Lutz, and Carol Arone. The land is located close to Camden Hills State Park. The owners bought the land some 20 years ago in order to protect it from development. Now they want the tract to be permanently protected as a Land Trust preserve. Tony Oppersdorff has laid out and maintained trails on the property. The Land Trust might enter into a trail agreement with him to continue trail maintenance as long as he is able to do so and wants to. VOTE: On motion of Noble/Call, the Board of Directors voted unanimously to approve accepting the donation of approximately 58 acres of land on Slab City Road in Lincolnvile from Whitney and Anthony Oppersdorff, Dominique and Landis Gabel, Mark Lutz, and Carol Arone. The Board authorizes the President, or in his absence another officer of the Board of Directors, to execute all documents necessary to accept the donation. In addition, while it is anticipated that the landowners will make a donation to cover the full expenses of the project, the Board of Directors approves all expenditures necessary to prepare for receipt of the donation and the allocation of money at closing of the acquisition, or as soon thereafter as funds are available, to the Conservation Lands Defense Temporarily Restricted Fund (TRF) and the Land Trust Stewardship TRF as described in the Policies of the Board of Directors. The estimated total cost of all such financial allocations will be no more than \$6,950.

### 3.3 Vote to Approve Acquisition of the Hutt/Wagner Property, Knox

Land Protection Program Director Rogers spoke about the Hutt/Wagner property, which abuts the 73.6-acre Bloomstein parcel in Knox, purchase of which was approved at the April 27 Board meeting. Matt Wagner proposes to donate the parcel, which consists of ~17 acres of wetland. A Board member asked how it is proposed to provide stewardship funds for the property. Stewart said that the Land Trust has \$54,000 in the general acquisitions account that can be used to fund stewardship.

VOTE: On motion of Conard/White, the Board of Directors voted unanimously to approve accepting the donation of approximately 17 acres of land in the Town of Knox, off the Kenney Road, owned by Caitlin Hutt and Matt Wagner. The Board authorizes the President, or in his absence another officer of the Board of Directors, to execute all documents necessary to accept the donation. In addition, the Board of Directors approves all expenditures necessary to prepare for receipt of the donation and the allocation of money at closing of the acquisition, or as soon thereafter as funds are available, to the Conservation Lands Defense Temporarily Restricted Fund (TRF) and the Land Trust Stewardship Reserve TRF as described in the Policies of the Board of Directors. The estimated total cost of all such financial allocations, combined with the Smith/Wessels and Bloomstein acquisitions, will be no more than \$12,953.

### 3.4 Approval of Acquisition of the Smith/Wessels Property, Knox

The Smith/Wessels property is shown as an approximately 10-acre blue square on the site map in Board packets for today's meeting. On motion of Conard/Wallingford, Board members voted unanimously to approve accepting the donation of approximately 10 acres of land in the Town of Knox, off the Kenney Road, owned by Alison Smith and David Wessels. The Board authorizes the President, or in his absence another officer of the Board of Directors, to execute all documents necessary to accept the donation. In addition, the Board of Directors approves all expenditures necessary to prepare for receipt of the donation and the allocation of money at closing of the acquisition, or as soon thereafter as funds are available, to the Conservation Lands Defense Temporarily Restricted Fund (TRF) and the Land Trust Stewardship Reserve TRF, as described in the Policies of the Board of Directors. The estimated total costs of all such financial allocations, combined with the Hutt/Wagner and Bloomstein acquisitions, will be no more than \$12,953.

### 3.5 Approval of Request to Dissolve Brown Charitable Remainder Unitrust

Treasurer White explained that Anne Brown established a charitable remainder unitrust that would benefit the Land Trust, the Rockport Public Library, and The Nature Conservancy. Her financial circumstances have since changed, and she now seeks to dissolve the trust. The Nature Conservancy and the Rockport Library have already agreed to termination of the trust. The Land Trust is asked to approve a non-judicial settlement agreement to terminate the trust. The Land Trust's Finance Committee recommends approving the request. VOTE: On motion of Moore/Wallingford, the Board of Directors voted unanimously to approve authorizing its Executive Director to sign a non-judicial settlement agreement for the Brown Charitable Remainder Unitrust which would allow the donor to retain 30% of the value of the trust on an annual basis, up from 8%. By signing this agreement, the Land Trust is essentially releasing any future income from the trust back to the donor.

The Land Trust would have acted sooner on this request, but the paperwork was sent to 18 Central Street in Rockport, an obsolete address some 20 years out of date.

### 3.6 Approval of Norcross Wildlife Foundation Loan Request

We hope to receive funding for purchase of the Bloomstein property from the North American Wetlands Conservation Act (NAWCA) program. In case this does not work out, the Land Trust's Finance Committee recommends that the Board authorize Executive Director Stewart to apply for a one-year no-interest loan from the Norcross Wildlife Foundation to help with purchase of the Bloomstein property. On motion of Call/Noble, Board members voted unanimously to approve authorizing its Executive Director and Treasurer to act on behalf of the organization to submit any and all paperwork required to secure a one-year \$100,000 no-interest loan from the Norcross Wildlife Foundation for the purpose of pre-financing the purchase of the Bloomstein project, which is expected to receive full funding from the North American Wetland Conservation Act (NAWCA) program after the scheduled date of the closing.

## 4. Priorities We're Working On

### 4.1 Executive Director's Report

#### Land Protection: Grosros; Perkins CE

The Water Company is willing to donate a conservation easement on the Gronros property in future, but they are in the midst of a company-wide sustainability analysis, and can't do the CE for a couple of years. Meanwhile, we are working on a trail easement, hoping to get permission to use the property adjacent to the Water Company's facilities. The trail easement would not cost anything. It would be largely used for mountain biking. People could get to the RTM Trail from there, but it would not be a part of the RTM Trail.

The Perkins CE project has recently fallen apart. Dave and Heidi Perkins live near Lys McLaughlin Pike on Moody Mountain. They came to us about a year and a half ago saying they were interested in putting a CE on their land. We sent them a draft easement. He wanted about 50 changes, many unacceptable to us. We asked to sit down with them to go over the CE, but this never happened. Then in early November, he said he wanted to finalize the CE by the end of this year. We said we could not meet that deadline. His response was that either the CE gets finalized this year, or it's not going to happen. There is a mortgage on the property. Stewart will tell him that we are willing to talk further, if they want. The project is worth doing if conditions are right. Jack Shaida has given a lot of time to the project. This will be a lesson for us for the future, that if a landowner calls after October 1 about a conservation easement, we should say it is highly unlikely that anything can be finalized this year.

### Round the Mountain Trail Progress

Johnson has just signed two very large checks to Off the Beaten Path in payment for their work this year on RTM trails. The crew completed work on a Friday, and there was a major rain storm (7") that weekend. The crew came back to do repair work. Ryan Gates spent a couple of days last week planning and flagging next season's trail work, between the Snow Bowl and the Griffin property. At the Pendleton property, the crew stopped work on the Round the Mountain Trail, and spent a week putting in a single-track trail for the Georges Highland Path.

The Bresnahan property already has informal trails, but needs a parking lot and a bridge. The Gronros project might tie in to this. That side of the mountain has potential for mountain biking.

The new section of the Round the Mountain Trail is finished, and will be opened for public use as soon as signs are put up. Stewart plans a "soft" opening, announced on social media in two or three weeks. He plans a couple of donor walks after Thanksgiving. It is a beautiful section, with a big winding switchback going up the mountain, and crosses a lot of pretty brooks.

### Community Engagement

Community Engagement Coordinator Trommer and Stewardship Program Director Gates had a long conversation with the California land trust to which we sent staff for training two years ago. There is a possibility of follow-up training that one or both of them may attend.

We are calling the local school program the "Learning Landscapes Program".

Stewart and Gates will be working with the Midcoast Chapter of the New England Mountain Biking Association (McNEMBA) and Side Country Sports to develop a partnership with the local mountain biking group.

The Onion Foundation has \$5 million available for construction of mountain bike trails in the next few years.

### 5. Committee Updates

Major Gifts Committee: Stewart reported receiving a \$74,000 check yesterday from a leadership donor.

Finance and Investment Committee: Treasurer White said the stock market is doing well. The Land Trust's budgeting and expenditures are right on target.

Stewardship Committee: A down-payment check has been written for the new 12' x 28' building at Head of Tide Preserve. It will have electricity and insulation. Total cost is expected to be ~\$18,000.

The Board Advancement Committee will meet next week. We have received a recommendation for a student Board member; this needs to be discussed.

The Diversity, Equity and Inclusion (DEI) Committee will meet early next week.

Meeting location: There was brief discussion about meeting at a public venue in December. McDevitt reported that the Three Tides portion of the Marshall Wharf in Belfast is still under renovation, and not available. The beer atrium at Marshall Wharf now has plexiglass, but is still considered open-air. The plexiglass is not air-tight, and there are big openings in the ceiling. It is a big open space. They don't require



vaccination. A group of 20 (Board members and staff, but not spouses) could be seated at two or three tables, but there would be other people around. It is a brewery. They don't serve food. You can bring food, but not drinks. You can order beer or soft drinks. A lot of groups use the place. We may need to send a scouting party. If we want to use the venue, we need to set a date. Johnson asked how many people plan to attend the December Board meeting in person. Call, Gabel and Noble will not attend in person. Stewart suggested waiting until next year. McDevitt was thanked for her input.

There was discussion of how and where to hold Board meetings in future. The conference room at the Camden office will be converted into offices in future. Should the group continue to try to meet in person, or meet remotely via Zoom? Johnson suggested meeting via Zoom this winter, and perhaps resuming in-person Board meetings next spring.

#### 6. Executive Session

The meeting ended with an executive session about year-end bonuses and holiday gifts to the staff. Stewart left the room during the executive session. Board members are asked to contribute by mailing checks to Treasurer Malcolm White, P.O. Box 190, Rockport ME 04856.

Adjournment: The meeting was adjourned at 5:35 p.m.

Respectfully submitted,

Susan S. R. Alexander  
Recording Secretary



## Membership and Community Engagement Committee

Drafted for the Committee review: 12.15.21

Approved by the Board of Directors: tbd

### Purpose

The Membership and Community Engagement Committee supports the staff in engaging the Land Trust membership and in enhancing the organization's connection with the community through communications, event implementation, and other outreach strategies.

### Responsibilities

#### Membership

- Foster the engagement of members in the mission of the Land Trust
- Supports and help implement strategies for membership recruitment, engagement and retention
- Participate in membership recruitment activities as requested by staff
- Helps create goals and strategies for reaching new members
- Provide feedback and support for the annual membership calendar created by the staff

#### Community Engagement

- Engage the community in the outdoors, the Land Trust's conserved lands, and the overall mission of the Land Trust
- Supports and helps implement strategies for community engagement outreach
- Provide feedback and support for the community engagement calendar managed by staff, with the goal of ensuring that new and underserved audiences are being welcomed and empowered to participate
- Assist with the implementation of community engagement activities when coordinated by staff

### Organization

The Committee Chair will be a CMLT board member, and there will be two additional Board members on the Committee, as well as other CMLT volunteer/members with relevant experience. The Membership and Community Engagement Coordinators will serve as the staff designees to the committee. The Committee will meet as needed, but no less than four times a year.

Staff designees will be responsible for establishing the agenda with input from the Committee Chair and this agenda and all relevant materials will be sent to committee members in advance of each meeting. Minutes of the meetings will be drafted by committee members on a rotating basis and distributed to the committee for review and approval.

**Coastal Mountains Land Trust  
Land Protection Committee  
Project Evaluation Criteria Worksheet**

Version: 4/20/21 (see last page for background and instructions)

**Part Two: Project Summary and Feasibility**

Name: Mathies (Mount Tuck)

Conservation Method: Fee Purchase

Project Description: ~28 acres of land on the south side of Mount Tuck. The property is entirely forested and much of it is steep, with mid aged to mature forests of white pine, spruce, and beech. The property's conservation will allow for a loop trail to the top of Mount Tuck. CMLT will buy a portion of a property that the seller owns and lives on at appraised value.

Strategic Plan Category (1a, 1b, or 1c): 1a Focus Area Project

Size: ~28 acres (has not been surveyed)

Current Property Owner: Cindy Mathies

Location: (Area, Town, and Zoning) Mount Tuck, Stockton Springs, Rural zoning.

Natural Values Score/Percentile: 51 (81<sup>st</sup> percentile)

Community Values Score: 48

Conservation Values and Public Benefits: The project will have significant public benefit, protecting an area that will allow for significant and high quality public recreation, preserves significant wildlife habitat, and maintains an important scenic landmark for the Head of the Bay area.

Estimated Project Costs (Total) \$29-33,000

Land Costs: \$16,000-20,00

Transaction Costs: \$7,500

Stewardship Costs: \$5,500

Funding sources/capacity to raise funds: Mount Tuck campaign. Requests to Fields Pond Foundation and Cricket Foundation are already in place that can provide much of the funding for this project.

Description of Stewardship Work: The main stewardship work on this property would be creating and maintaining a hiking trail up Mount Tucks trail

Legal: Access: from existing Smith properties

Clear title: Yes

Survey: Pending

Hazardous Waste: Pending

Potential partners or holders? None.

Public Opinion: There is a lot of excitement around the Mount Tuck project in Stockton and amongst Belfast area members. This acquisition would be a welcome addition to the project.

Conflict of Interest? none

LP Committee Recommendation: The LP Committee visited the property on 12/17/21 and recommends board approval of a purchase.

**Part Two: Natural Values Criteria:**

<b>Criteria (and Description)</b>	<b>Guidelines:</b> All scoring is from the GIS based suitability analysis datasets. All parcels are scored according to the maximum score within its area.	<b>Max Points</b>	<b>Score</b>	<b>Notes</b>
<b>1. Significant, Rare, and Sensitive Habitats</b> (Areas containing significant habitat, as identified by a Federal or State program. Habitat areas for individual endangered, threatened, and rare species and rare natural communities are included)	<b>4 points</b> = areas containing: Mollusk breeding areas, or deer wintering habitat <b>12 points</b> = areas containing: Wildlife species of concern, or wild brook habitat 250ft buffer, or IFW wading bird habitat <b>16 points</b> = areas containing: Exemplary MNAP s4 or s5 plant species, or 500ft significant vernal pool buffer <b>20 points</b> = areas containing: endangered, threatened, or rare plants or animal buffer areas, or 250ft buffer of Atlantic salmon spawning habitat.	20	0	
<b>2. Undeveloped Blocks of Habitat</b> (The size of the roadless area the area property is located within)	<b>2 points</b> = within undeveloped block of 1-778 acres. <b>4 points</b> = within undeveloped block of 779-1778 acres. <b>6 points</b> = within undeveloped block of 1779-2973 acres. <b>8 points</b> = within undeveloped block of 2974-5566 acres. <b>10 points</b> = within undeveloped block of 5567-8642 acres.	10	6	
<b>3. Undisturbed landcover; naturalness</b> (The degree of human conversion of natural land cover in and near the project)	<b>3 points</b> = LCI score below 50th percentile of scores in the study area. <b>9 points</b> = 50-70th percentile of scores <b>12 points</b> = 70-85th percentile of scores <b>15 points</b> = 85-99th percentile scores.	15	12	
<b>4. Rivers and Streams (Buffer areas around streams and rivers)</b>	<b>8 points</b> = 75ft buffer of streams <b>10 points</b> = 250ft buffer of rivers	10	8	
<b>5. Lakes</b> (Buffer areas around great ponds, ranked by development)	<b>5 points</b> = 500ft buffer of rank 1 GP, or 1000ft buffer of rank 2 GP. or 500ft buffer of a pond <10 acre. <b>7 points</b> = 500ft buffer of rank 2 GP, or 1000ft buffer of rank 3 GP.	8	0	

	<b>8 points</b> = 500ft buffer of rank 3 GP.																			
6. Wetlands (Mapped wetlands or buffers)	<b>3 points</b> = 250ft buffer of wetlands above 10 acre, <b>8 points</b> = 100ft buffer of wetlands above 10 acre, <b>11 points</b> = wetlands with 1 to 4 functions <b>14 points</b> = wetlands with 5 to 6 functions. Wetland functions: flood flow alteration, sediment retention, finfish habitat, shellfish habitat, plant and animal habitat, and cultural value.	14	0																	
7. Sand and Gravel Aquifers	<b>3 points</b> = aquifer areas, including a 500ft buffer. <b>5 points</b> = 1000ft buffer around public wells; or watersheds of public water supply lakes or aquifers (only parts of the watershed that feed into the lakes).	3																		
8. Prime Soils	<b>3 points</b> = Soils of statewide importance <b>5 points</b> = Prime Soils	5	5																	
9. Geology correlated with High Biodiversity	<b>5 points</b> = Calcareous Bedrock (units Zcb, Zil, Zob); or Moderately calcareous bedrock (units DOB, Ouss, OZpgl, SOv).	5																		
10. High Elevation and Sloping Areas	<b>10 points</b> = areas above 600ft; or cliff, steep slopes, or caves	10	10	Property has some cliffs and significant areas of exposed white granite																
BONUS 1: Adjacent to Conserved Land	<b>5 points</b> = Adjacent to conserved lands. <b>10 points</b> = Parcels adjacent to multiple pieces or has multiple boundaries of conserved land <b>15 points</b> = Parcels that provide a critical link for large areas (above 500 acres) of conserved land	Up to 15	10	adjacent to the Mount Tuck Preserve and HRS wildlife																
BONUS 2: Parcel Size	<b>5 points</b> 50-100 acres <b>8 points</b> = 100-250 acres <b>10 points</b> = >250 acres	Up to 10	0																	
BONUS 3: Uniqueness	This category is for any ecological values that are not included in the other natural value criteria. Ex, significant or important habitat that was not mapped or listed in 2018, a stand of rare trees or plants, or an unmapped vernal pool.	Up to 10	0																	
<b>Natural Benefits Score</b>	<b>Sum (Percentile Score)</b>	51 (81 <sup>st</sup> Percentile)																		
<b>Percentile Score</b>	How does a parcels score compare to other parcels in the service region? Use the table on the right to sort parcels into their percentiles. Table includes values for all parcels >5 acres in SR, including BONUS 1 and 2 scores. Ex, a 52 acre parcel scores a 35 (a base score of 30 + 5 bonus), this indicates it is in the 50 <sup>th</sup> -60 <sup>th</sup> percentile of parcels, slightly above average scoring.	<table border="1"> <thead> <tr> <th>Percentile</th> <th>Score</th> </tr> </thead> <tbody> <tr> <td>50th</td> <td>32</td> </tr> <tr> <td>60th</td> <td>37</td> </tr> <tr> <td>70th</td> <td>43</td> </tr> <tr> <td>80th</td> <td>50</td> </tr> <tr> <td>90th</td> <td>60</td> </tr> <tr> <td>95th</td> <td>69</td> </tr> <tr> <td>99th</td> <td>83</td> </tr> </tbody> </table>			Percentile	Score	50th	32	60th	37	70th	43	80th	50	90th	60	95th	69	99th	83
Percentile	Score																			
50th	32																			
60th	37																			
70th	43																			
80th	50																			
90th	60																			
95th	69																			
99th	83																			

**Description of Natural Values:** This property is almost entirely forested with a diverse and mixed aged forest. The forest is steep and has the potential to hold microclimates for climate resiliency. Its protection further solidifies the protection of all of Mount Tuck.

### Part Three: Community Values Criteria

Criteria (and Description)	Guidelines: These criteria are filled out by CMLT staff, using their own judgement, and then reviewed and updated by the Land Protection Committee.	Max Points	Score	Notes
1. Trails	This category is for both trail potential and existing trails. 0 is no trail potential. A low score would be for a small trail that will get infrequent use (e.g. Sides Preserve), a high score is for trails that will be regionally unique, receiving heavy (e.g. Beech Hill).	40	30	Potential for a fantastic trail that will enhance the mount tuck preserve.
2. Water Access	This category is for boat access, swimming access, or fishing access. 10 is for properties that allow for hand carry boat access that will likely receive low use, fishing access, or shorefront access that is not suitable for swimming e.g., Grassy Pond CE, Richards Wildlife. 20 is for parcels with high usage hand carry access, or high quality swimming access, e.g. Fernald's Neck.	20	0	
3. Scenic value	This is for both scenic viewpoints and features. Must be visible from somewhere that is usually accessible. score 0 (no scenic value) to 15 (Beech Hill type of scenic value). Scenic woods that offer no viewpoints or are not seen from roads or other recreation areas are a 5. Highly scenic areas from the road or other viewpoint are 10. (St. Clair Preserve around Knights pond, Murray Preserve) 15 are exceptionally scenic areas, landmarks and good viewpoints (Beech Hill, Bald Mountain)	15	15	High scenic value, both view points and much of its woods are highly visible from the south.
4. Proximity to Town	Parcels that are close enough to town, a school, or another community center (YMCA, a library) to walk to get a score of 10. Parcels that can be accessed from schools without going onto a street get a score of 15.	15	-	
5. Working Farms and forests	Parcels that are managed under a sustainable forest plan or are working farms get a 10	10	0	
6. Historic or Cultural building, structures, or features	Historic features on a property that are unique or in good condition. Examples, pre restoration Beech Nut, dam abutments on Main Stream or Ducktrap.	5	3	Old stone foundations and quarries in good condition
BONUS Public Drinking Water Supply	Parcels that help conserve public drinking water supplies. Mirror Lake and Grassy Pond CE are an example.	5		
BONUS Project in Underserved Town	In the towns that we have not worked much in or have limited recreation resources. Belmont, Morrill, Waldo, Brooks, Stockton Springs, and Prospect.	10		

BONUS Other Recreation Feature	Any feature that is not covered by other criteria.	5		
<b>Community Values Score</b>	<b>Sum (base score is 0-100, plus bonus points)</b>	48		
<b>Community Values Description:</b> The main values of the property are its trail potential and scenic value.				

**Part Four: Attachments**

Campaign Map with project location identified

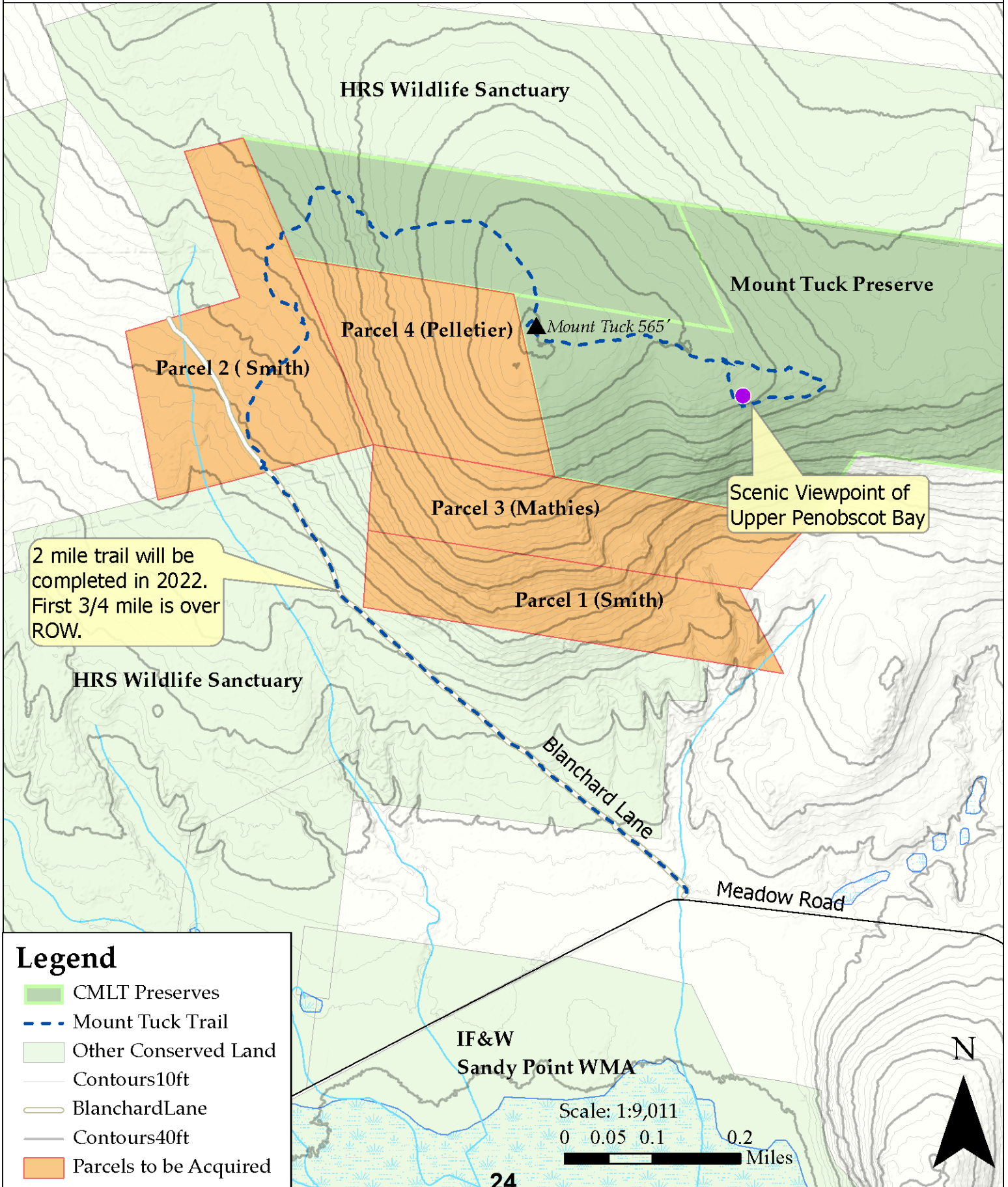
Project Map showing boundaries of parcel



# COASTAL MOUNTAINS Mount Tuck Campaign

## Parcel and Trail Map

Map 12/6/2021





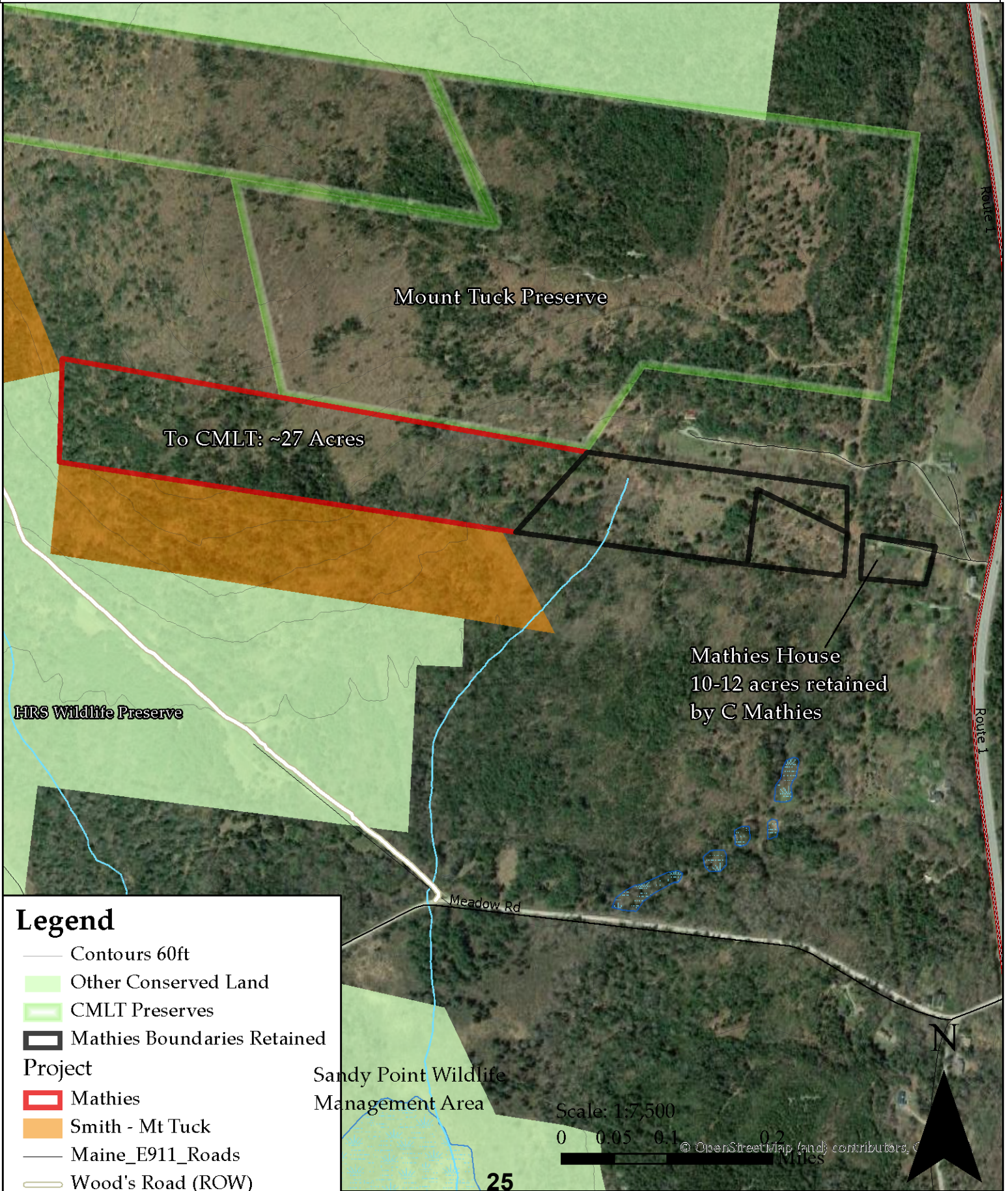


# COASTAL MOUNTAINS Mathies Conservation Project

LAND TRUST

Map 11/15/2021

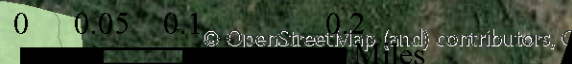
## Map



### Legend

- Contours 60ft
- Other Conserved Land
- CMLT Preserves
- Mathies Boundaries Retained
- Project
- Mathies
- Smith - Mt Tuck
- Maine\_E911\_Roads
- Wood's Road (ROW)

Scale: 1:7,500



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## Membership & Marketing Committee Meeting Minutes December 16, 2021

Present: Emily McDevitt (chair), Roger Rittmaster, Elisabeth Wolfe, Ian Stewart, Polly Jones, Jack Shaida, Leah Trommer

Committee reviewed the revised committee description (and name change), recommending it go before the Board for their approval.

### Membership Discussion

- Update on new member calls/emails: Committee has mostly finished calling new members from the September spreadsheet and ACTION ITEM: are ready for more assignments – after the holidays.
- The new member/holiday hat promo challenge that was posted the first week of December had a goal 20 new members by the end of December. We are at 17.
- Annual Appeal update: Polly reported 2021 numbers are a bit down from last year, but she was incorrect...numbers are actually up by about \$12,000!
- Member open house will be on the agenda of the next meeting. Two gatherings: one in Knox, the other in Waldo.

### Community Engagement Discussion

- Leah updated the committee on the new Learning Landscapes program that she is developing and said the committee can help her by providing feedback as she creates the learning model, and also keeping an eye out for volunteer recruitment as Learning Landscapes will offer many volunteer opportunities. This led to a discussion of volunteers and the need to track inquiries. New volunteer orientation will be held again in the spring, one in Knox and one in Waldo. ACTION ITEM: Recommendation to add a volunteer blurb in newsletter and eNews with specific opportunities needed.
- Leah shared her robust calendar of events with the committee, who asked her to call on them when she needs assistance.

The Committee will meet at noon on third Thursdays, every other month: February 17 (Elisabeth minutes), April 21 (Jack minutes), June 16 (Ian minutes), August 18 (Leah minutes), October 20 (Roger minutes), and December 15 (Polly minutes).

ACTION ITEM: Polly will send calendar invites.

**COASTAL MOUNTAINS  
LAND TRUST**



Finance and Investment Committee  
December 15th, 2021, 4pm

**Minutes**

**Present:** Malcolm White (Treasurer), Roy Call, Landis Gabel, Judy Wallingford, Malcolm White, Brad Hennemuth, Dan Johnson, Jane Merrill, Polly Jones and Ian Stewart.

**Discussion Items**

1. Status of Investments

*Fed Chair Jerome Powell did a fantastic job of reporting this morning and the markets responded by going back up. Brad recommends staying the course with Trillium investments.*

2. Follow-up Discussion of Presentation by Sada Guess, Trillium Asset Management

*FC was impressed with the presentation and with Sada's thoughtful answering of questions.*

3. Review of Monthly Financial Reports

*Reports look good; FC asked for a clarification of some numbers.*

4. Update on Status of \$100,000 loan from Norcross Foundation

*Norcross has signed off on loan application. Funds will be used as a bridge for the Bloomstein project until NAWCA money is received.*

5. Status of Capital Fundraising Land Protection Funding Priorities

*Ian will distribute the spreadsheet he is updating. He'd like to pursue the Donaldson property at Long Cove in Northport.*

6. Discussion of Operating Surplus Priorities

- a. Disposition of \$74,000 IRA distribution gift
- b. Land Acquisition
- c. Operating Fund BDF

*What are the priorities? Put some of the \$74,000 IRA gift towards the 7030 endowment account? TRF's should count towards the endowment. Ian will move surplus funds from Operating account into Trillium.*

7. Winter Work

- a. Five-Year Budget planning *Ian will work with Malcolm and FC when doing the budget.*
- b. Capital Fundraising / Budget targets for 2022-23

*Discussion of creating Waldo County and Learning Landscapes Portfolios. When is it a campaign vs a portfolio?*

<i>Period</i>	<i>Account Performance</i>	<i>S&amp;P Performance</i>	<i>Russell 2000 Small Cap</i>
<i>Past Month</i>	<i>-2.6%</i>	<i>-0.7%</i>	<i>-4.2%</i>
<i>Past 3 months</i>	<i>0.7%</i>	<i>1.3%</i>	<i>-3.0%</i>

<i>YTD</i>	<i>22.6%</i>	<i>23.2%</i>	<i>12.3%</i>
<i>Since Inception</i>	<i>14.9%</i>	<i>16.0%</i>	<i>13.1%</i>

**Status of Credit Line Loan**, July 30, 2020: \$ 0 principal balance due.

Transfers already completed for FY 2021-22 include: \$ 113,600

Transfers Available: \$ 33,000

**Coastal Mountains Land Trust  
Monthly Financial Dashboard**

April 1st - Nov. 30th Annual Budget  
11.30.21 YTD Monthly Analysis

**Building Committee Investment Allocations to be completed**

	Percentage of fiscal year complete	67%	100%	\$32,500 from operating surplus
<b>Income</b>	Total YTD income*	<b>625158</b>	<b>745,800</b>	\$34,500 from applicable temporarily Reserved Funds
	Income as percentage of budget	84%	100%	\$15,500 from board donations,
<b>Cash position</b>				\$58,070 from conservation lands defense fund bdf
	Remaining Unrestricted Carryover Reserve	421787		
	Remaining Board Designated Carryforward Funds	37500		
	Total endowment transfers available/not yet withdrawn	<b>33000</b>	<b>146,600</b>	
	Combined Total of Unrestricted Operating Carryover and Reserves to draw	<b>492287</b>		
	Credit Line Cash Availability/not yet withdrawn	100000		
<b>Expenses</b>	Total YTD expenses	<b>445706</b>	<b>745,800</b>	
	Expenses as percentage of budget	60%	100%	
<b>Campaign Income (subtracting 7% allocation to operating)</b>				
	Bald & Ragged Mountains	117953	186,000	
	% of 2021-22 Needed B&R funds raised	63%	100%	
	Mt. Tuck Region of Interest	63919	75000	
	Hurds Pond project	0	0	
	Beech Hill Expansion Project	52918	30000	
	Other Projects	75000	30000	

**Internal Land Protection Project Debts**

Remaining Mortgage for Mt. Tuck acquisition	0
subtotal	<b>0</b>

**Investment Performance**

Period	Trillium Account Performance***	S&P Performance	Russell 2000 Small Cap
Past Month	-2.6%	-0.7%	-4.2%
Past 3 months	0.7%	1.3%	-3.0%
YTD	22.6%	23.2%	12.3%
Since Inception	14.9%	16.0%	13.1%

\*\*\* Note these performance figures only reflect the equity portion of our Reserves & Endowments assets invested with Trillium

Summary of Reserve Funds	April 1st, 2021	Last Month	This Month
General Reserves and Endowments	\$3,216,535	\$3,504,535	\$3,444,112
Total Land Protection Reserves	\$1,478,169	\$1,598,942	\$1,443,622 Cash (w/o pledges)
Total Round the Mountain Funds	\$851,560	\$865,606	\$717,766 Cash (w/o pledges)
Total Land Protection Reserves minus Round the Mountain funds	\$626,609	\$733,336	\$725,856
Total Stewardship Reserves	\$60,952	\$66,252	\$75,075 Cash***

**Coastal Mountains Land Trust**  
**Balance Sheet**  
As of November 30, 2021

	Nov 30, 21	Oct 31, 21	\$ Change
<b>ASSETS</b>			
<b>Current Assets</b>			
<b>Checking/Savings</b>			
1010 · Bangor Savings Bank #1898	218,997.89	79,823.90	139,173.99
<b>ACQUISITION ACCOUNTS</b>			
1110 · BSB Acquisition ICS #8375	468,759.59	610,521.44	(141,761.85)
1115 · Trillium Fernald's Nk Acq #1778	445,431.00	451,660.58	(6,229.58)
1120 · Trillium Land Acquisition #0685	529,431.50	531,760.12	(2,328.62)
<b>Total ACQUISITION ACCOUNTS</b>	<b>1,443,622.09</b>	<b>1,593,942.14</b>	<b>(150,320.05)</b>
<b>STEWARDSHIP ACCOUNTS</b>			
1150 · BSB Stewardship Savings #0691	14,157.14	5,048.83	9,108.31
1155 · Trillium Stewardship #5932	59,006.71	59,292.40	(285.69)
1160 · CNB Unrestricted Checking #0093	1,911.13	1,911.01	0.12
<b>Total STEWARDSHIP ACCOUNTS</b>	<b>75,074.98</b>	<b>66,252.24</b>	<b>8,822.74</b>
<b>RESERVES &amp; ENDOWMENTS</b>			
1170 · Trillium Res & Endowments #1928	3,444,112.39	3,504,535.43	(60,423.04)
<b>Total RESERVES &amp; ENDOWMENTS</b>	<b>3,444,112.39</b>	<b>3,504,535.43</b>	<b>(60,423.04)</b>
1180 · State Unemployment CD #9286	4,931.03	4,929.99	1.04
1185 · Petty Cash	200.00	200.00	0.00
<b>Total Checking/Savings</b>	<b>5,186,938.38</b>	<b>5,249,683.70</b>	<b>(62,745.32)</b>
<b>Accounts Receivable</b>			
<b>1200 · Pledges Receivable</b>			
1205 · Pledges Rec-Bald & Ragged	35,333.32	60,333.32	(25,000.00)
1220 · Pledges Rec-Stewardship	20,000.00	20,000.00	0.00
1230 · Pledges Rec-Operating	15,000.00	27,500.00	(12,500.00)
<b>Total 1200 · Pledges Receivable</b>	<b>70,333.32</b>	<b>107,833.32</b>	<b>(37,500.00)</b>
<b>Total Accounts Receivable</b>	<b>70,333.32</b>	<b>107,833.32</b>	<b>(37,500.00)</b>
<b>Other Current Assets</b>			
1330 · Prepaid Insurance	4,629.05	4,629.05	0.00
1335 · Prepaid Exps-Other	2,025.00	2,625.00	(600.00)
1340 · Prepaid Land Costs	16,173.16	7,900.00	8,273.16
<b>Total Other Current Assets</b>	<b>22,827.21</b>	<b>15,154.05</b>	<b>7,673.16</b>
<b>Total Current Assets</b>	<b>5,280,098.91</b>	<b>5,372,671.07</b>	<b>(92,572.16)</b>
<b>Fixed Assets</b>			
1510 · Building-Office	268,004.91	268,004.91	0.00
1520 · Landscaping-Office	10,433.25	10,433.25	0.00
1530 · Land-Office	43,083.00	43,083.00	0.00
1540 · Furniture & Equipment	126,239.69	126,239.69	0.00
1550 · Vehicles	37,784.23	37,784.23	0.00
<b>1580 · Beech Hill Property</b>			
1581 · Beech Hill Barn	24,494.35	24,494.35	0.00
1582 · Beech Nut Renovation	564,242.73	564,242.73	0.00
<b>Total 1580 · Beech Hill Property</b>	<b>588,737.08</b>	<b>588,737.08</b>	<b>0.00</b>
1590 · Less accumulated depreciation	(511,278.40)	(511,278.40)	0.00

**Coastal Mountains Land Trust**  
**Balance Sheet**  
As of November 30, 2021

	Nov 30, 21	Oct 31, 21	\$ Change
<b>Total Fixed Assets</b>	563,003.76	563,003.76	0.00
<b>Other Assets</b>			
<b>1700 · Split-Interest Agreements</b>			
1710 · Beneficial Interest in CRUT	15,537.90	15,537.90	0.00
1720 · Beneficial Int. in CRUT/BELL	240,769.95	240,769.95	0.00
<b>Total 1700 · Split-Interest Agreements</b>	256,307.85	256,307.85	0.00
<b>1740 · Steven GRLE</b>	189,820.23	189,820.23	0.00
<b>1800 · Conservation Preserves</b>			
1805 · Conservation Preserves-FMV/Cost	25,691,972.14	25,691,972.14	0.00
1810 · CMLT Allowance for Impairment	(24,041,521.97)	(24,041,521.97)	0.00
1815 · Preserve Improvements	136,937.56	136,937.56	0.00
<b>Total 1800 · Conservation Preserves</b>	1,787,387.73	1,787,387.73	0.00
<b>1850 · Conservation Easements</b>			
1855 · Easements-Basis	3,736,444.00	3,736,444.00	0.00
1860 · CMLT Allowance for Easement	(3,652,024.00)	(3,652,024.00)	0.00
1865 · Easement Improvements	1,194,637.41	990,790.71	203,846.70
<b>Total 1850 · Conservation Easements</b>	1,279,057.41	1,075,210.71	203,846.70
<b>Total Other Assets</b>	3,512,573.22	3,308,726.52	203,846.70
<b>TOTAL ASSETS</b>	<b>9,355,675.89</b>	<b>9,244,401.35</b>	<b>111,274.54</b>
<b>LIABILITIES &amp; EQUITY</b>			
<b>Liabilities</b>			
<b>Current Liabilities</b>			
<b>Accounts Payable</b>			
2000 · Accounts Payable	1,739.08	2,041.90	(302.82)
<b>Total Accounts Payable</b>	1,739.08	2,041.90	(302.82)
<b>Other Current Liabilities</b>			
2110 · Accrued Vacation	3,373.65	3,373.65	0.00
<b>Total Other Current Liabilities</b>	3,373.65	3,373.65	0.00
<b>Total Current Liabilities</b>	5,112.73	5,415.55	(302.82)
<b>Total Liabilities</b>	5,112.73	5,415.55	(302.82)
<b>Equity</b>	9,350,563.16	9,238,985.80	111,577.36
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>9,355,675.89</b>	<b>9,244,401.35</b>	<b>111,274.54</b>

**Coastal Mountains Land Trust**  
**Monthly Statement of Operations - Short form**  
 April 2021 through September  
 2021

	Apr - Nov 20	Apr - Nov 21	Budget 21-22
<b>Ordinary Income/Expense</b>			
<b>Income</b>			
<b>Operating Income</b>			
4000 · Contributions Income	291,661.51	317,503.44	375750
4080 · Capital Campaign Allocations	13,233.48	17,524.22	23450
4100 · Grants	17,000.00	105,817.00	127500
4200 · Event Income & Expenses	5,635.00	1,450.00	5000
4251 · Beech Hill Farm Income	0.00	1,763.50	0
<b>Total Operating Income</b>	<b>327,529.99</b>	<b>444,058.16</b>	<b>531700</b>
<b>Use of Reserves</b>			
4910 · Release of Restricted Funds	119,153.15	113,600.00	146600
4900 · Use of Unrest Op Funds	50,000.00	67,500.00	67500
<b>Total Use of Reserves</b>	<b>169,153.15</b>	<b>181,100.00</b>	<b>214100</b>
4960 · PPP Loan Forgiveness	83,800.00	0.00	0
<b>Total Income</b>	<b>580,483.14</b>	<b>625,158.16</b>	<b>745800</b>
<b>Gross Profit</b>			
<b>Expense</b>			
6000 · Advertising	64.61	637.37	450
6142 · Community Engagement Exps.	5,258.36	9,820.19	10000
6150 · Fees	14,090.45	14,780.03	21500
6180 · Insurance	20,505.32	24,570.72	40500
6200 · Interest Expense	0.00	143.98	0
6230 · Property Management Expenses	33,635.59	42,315.97	56650
6246 · Newsletter Expenses	8,823.45	7,159.74	9500
6250 · Office Expenses	12,349.43	14,722.59	12250
6256 · Postage and Delivery	2,395.48	2,861.94	4500
6258 · Printing & Publication Exps	8,184.49	6,305.84	18000
6260 · Professional Fees	17,757.00	17,694.46	29250
6297 · Real Estate Taxes	102.45	3,920.52	4750
6300 · Repairs & Maintenance	2,390.19	5,471.03	8250
6340 · Telephone & Internet	1,870.37	1,920.47	3000
6350 · Travel & Ent	7,810.44	17,519.12	21500
6400 · Utilities	1,106.31	1,010.89	2500
6560 · Payroll	310,547.58	274,850.51	503200
	0.00		
<b>Total Expense</b>	<b>446,891.52</b>	<b>445,705.37</b>	<b>745800</b>
<b>Net Ordinary Income</b>	<b>133,591.62</b>	<b>179,452.79</b>	
<b>Total Investment Income***</b>			
Reserves & Endowments	680360	385832	0
Land Acquisition funds	95472	68949	0
Stewardship Funds	11798	3954	0
*** Sum of 7800, 7805,7810 and 8800			



Coastal Mountains Land Trust  
Restricted Funds and Grants Report

	Balance as of March 31, 2021	Activity April-November, 2021 -----						ADJUST TO CASH BALANCE OF FUND:			
		Contributions (Excl in-kind)	Grants	Inv Income & Appreciation (Net of Fees)	Release of Funds or Withdrawal	Capital Purchases	Interfund Transfer (& surplus fd transfers)	Fund	Less	Cash	Cash
								Balance as of Nov 30, 2021	Outstanding Pledges	Cash Advance	Fund Balance Nov 30, 2021
<b>RESERVES &amp; ENDOWMENTS</b>											
<b>Permanently Restricted Funds (PRFs): Managed for long-term protection:</b>											
Land Trust Endowment PRF - Corpus \$47,738.60	69,226.19	0.00		8,433.54	0.00	0.00	(2,800.00)	74,859.73	0.00		74,859.73
McLellan Poor Preserve Endowment PRF-Corpus \$22k	33,330.68	0.00		4,060.54	0.00	0.00	(1,500.00)	35,891.22	0.00		35,891.22
Fernalds Neck Preserve Endowment PRF-Corpus \$550k	713,471.46	0.00		86,919.23	0.00	0.00	(29,500.00)	770,890.69	0.00		770,890.69
<b>Temporarily Restricted Funds (TRFs): Managed per restrictions:</b>											
Land Trust Stewardship Reserve TRF-Contributions total-\$368,895.88)	337,319.38	51,576.50		0.00	0.00	0.00	0.00	388,895.88	(20,000.00)		368,895.88
Conservation Lands Defense TRF-Contributions total-\$230,896.28	229,396.28	1,500.00		0.00	0.00	0.00	0.00	230,896.28	0.00		230,896.28
Beech Hill Preserve TRF-Contributions total \$280,000	280,000.00	0.00		0.00	0.00	0.00	0.00	280,000.00	0.00		280,000.00
Pendleton TRF - Goal \$50,000	50,378.72	217.39					0.00	50,596.11	0.00		50,596.11
Howe Hill Farm TRF - Goal \$75,000	49,459.76	0.00		0.00	0.00	0.00	0.00	49,459.76	0.00		49,459.76
<b>Board Designated Funds (BDFs): Managed for growth of BDFs</b>											
Land Trust Operating Reserve BDF	266,280.15	0.00		32,108.23	(11,600.00)	0.00	0.00	286,788.38	0.00		286,788.38
Bald & Ragged BDF - Baseline total \$200,000	215,309.45	0.00		25,516.71	0.00	0.00	(24,963.60)	215,862.56	0.00		215,862.56
Land Trust Stewardship Reserve BDF - income from line above	325,948.10	0.00		82,165.38	(25,700.00)	0.00	0.00	382,413.48	0.00		382,413.48
Beech Hill Preserve BDF - income from line above	92,563.41	0.00		45,387.83	0.00	0.00	(16,500.00)	121,451.24	0.00		121,451.24
Conservation Lands Defense BDF	267,554.63	0.00		60,657.07	0.00	0.00	(21,600.00)	306,611.70	0.00		306,611.70
Pendleton BDF	39,281.90	0.00		10,935.08	0.00	0.00	(4,400.00)	45,816.98	0.00		45,816.98
Howe Hill Farm BDF	17,708.28	0.00		8,182.80	0.00	0.00	0.00	25,891.08	0.00		25,891.08
<b>Unrestricted Invested Funds: Surplus operating funds managed for growth</b>											
Surplus Operating Funds-Short Term Investment	229,306.36	0.00		21,465.17	(67,500.00)	0.00	14,515.77	197,787.30	0.00		197,787.30
<b>TOTAL Reserves &amp; Endowments Investment Account</b>	<b>3,216,534.75</b>	<b>53,293.89</b>	<b>0.00</b>	<b>385,831.58</b>	<b>(104,800.00)</b>	<b>0.00</b>	<b>(86,747.83)</b>	<b>3,464,112.39</b>	<b>(20,000.00)</b>	<b>0.00</b>	<b>3,444,112.39</b>
<b>ACQUISITION FUNDS</b>											
<i>Fund managed with unpredictable, near-term use of corpus:</i>											
Fernalds Neck Acquisition Reserve TRF	409,955.49			35,475.51				445,431.00			445,431.00
<i>Funds managed with frequent, unpredictable income and expense:</i>											
Ducktrap River Watershed TRF	1,352.50	19,137.25						20,489.75			20,489.75
Bald & Ragged Mountains TRF	771,893.03	117,952.63	38,681.00			(280,058.60)		648,468.06	(35,333.32)		613,134.74
Bald & Ragged Mountains BDF	79,667.31						24,963.60	104,630.91			104,630.91
Beech Hill Expansion TRF	8,953.25	33,780.75				(42,920.25)		(186.25)			(186.25)
Beech Hill Expansion BDF	8,093.03					(3,365.56)		4,727.47			4,727.47
Morgan / Hurds Pond TRF (Morgan donation balance)	97,966.42							97,966.42			97,966.42
Meadow Brook/Hurds Pond TRF (D. Thanhauser donations balance)	16,383.58					0.00		16,383.58			16,383.58
Mt. Tuck Region of Interest TRF	22,116.47	63,918.90				(29,633.30)		56,402.07			56,402.07
Mt. Tuck Region of Interest BDF	30,000.00							30,000.00			30,000.00
General Acquisitions TRF	0.00	80,000.00				(80,000.00)		0.00			0.00
General Acquisitions BDF	31,788.24			33,473.16		(10,619.00)		54,642.40			54,642.40
<b>TOTAL Acquisition Funds</b>	<b>1,478,169.32</b>	<b>314,789.53</b>	<b>38,681.00</b>	<b>68,948.67</b>	<b>0.00</b>	<b>(446,596.71)</b>	<b>24,963.60</b>	<b>1,478,955.41</b>	<b>(35,333.32)</b>	<b>0.00</b>	<b>1,443,622.09</b>
<b>STEWARDSHIP FUNDS</b>											
<i>Funds managed to expend corpus as soon as possible:</i>											
Beech Hill Preserve 100th Anniversary Capital Campaign TRF	17,836.03							17,836.03			17,836.03
Mount Percival Preserve Stewardship TRF	12,695.00							12,695.00			12,695.00
Long Cove Hdwaters/Main Stream Prsvs (CMP) Stewardship TRF	6,541.19							6,541.19			6,541.19
RunBelfast	439.60	-439.60						0.00			0.00
Office Fund TRF	0.00	17,108.10						17,108.10			17,108.10
General Stewardship BDF	23,440.30			3,954.36		(6,500.00)		20,894.66			20,894.66
<b>TOTAL Stewardship Funds</b>	<b>60,952.12</b>	<b>16,668.50</b>	<b>0.00</b>	<b>3,954.36</b>	<b>0.00</b>	<b>(6,500.00)</b>	<b>0.00</b>	<b>75,074.98</b>	<b>0.00</b>	<b>0.00</b>	<b>75,074.98</b>
<b>GRAND TOTALS</b>	<b>4,755,656.19</b>	<b>384,751.92</b>	<b>38,681.00</b>	<b>458,734.61</b>	<b>(104,800.00)</b>	<b>(453,096.71)</b>	<b>(61,784.23)</b>	<b>5,018,142.78</b>	<b>(55,333.32)</b>	<b>0.00</b>	<b>4,962,809.46</b>

**Coastal Mountains Land Trust**  
Land Protection Committee Minutes  
December 8, 2021

Members Present: (to a video conference meeting) Heather Rogers (chair), Ian Stewart, Malcolm White, Scott Hoyt, Ryan Gates, Courtney Collins, Margo Davis, Lys Pike, Jack Shaida  
Members Absent: Roger Rittmaster, Ryan O'Neill, Elisabeth Wolfe, Jim Krosschell, Sadie Lloyd Mudge, David Noble, David Thanhauser

Active Projects

Camden, Rockport, Lincolnville & Hope Area

Maine Water Company – former Gronros property, Rockport

- We are in the process of drafting a trail agreement between the Land Trust and the Water Company to allow for a trail connection to the Round the Mountain Trail from Route 17.
- The Water Company's next quarterly Board meeting is in January. Our goal is to have something for them to consider at that meeting.

Slab City Conservation Co. LLC, Lincolnville

- This project is scheduled to close on Friday, December 10.
- The landowners are all donated their land in its entirety. The Land Trust is entering a trail agreement with Tony Oppersdorff to allow him to continue to maintain the trails as he has been for many years.

Perkins

- Project is on indefinite hold. A mortgage subordination was needed to finalize the easement, and the landowner did not think it was possible to get one before the end of the year. The landowner said they no longer wish to pursue the easement.
- The Land Trust has communicated with the landowner that we are still willing to work on the easement at a later date.

Belfast, Belmont, Northport, Swanville Area

Clements Property, Swanville

- The three siblings who inherited the property recently have come to an agreement about selling about 50 acres of land along Meadow Brook to the Land Trust.
- We have commissioned an appraisal that is due in mid-December.
- The Committee had a good site visit on December 3<sup>rd</sup>.
- A preliminary application to LMF was submitted for this project and Eurovia, hoping we can get both to a purchase agreement early next year.

Searsport, Stockton Springs, Prospect

Mount Tuck Projects

- An LMF grant inquiry form has been submitted for the three following Mount Tuck projects, as well as two private foundation grants. We hope to hear on the former in may/june and the later in the next two months.

Smith, Prospect and Stockton Springs

- The survey is complete.
- We are signing a purchase and sale extension until March 31, 2022. Pending certain grants, we will either close in January or March 2022.

Mathies, Stockton Springs

- Jack is going to email the group to schedule a site visit next week.
- Cindy has agreed on a subdivision line for her property.
- Once approved, we will move forward with a P&S for purchase at appraised value that will give us all of 2022 to close. Appraisal and survey to start early January.

Pelletier, Stockton Springs

- We reached out to this landowner via letter in October about a potential sale of his mount tuck property. He called Jack last week and expressed interest in selling at a reasonable price.
- Next step appraisal.

Waldo, Morrill, Knox & Brooks Area

Wagner/Bloomstein/Smith, Knox

- We have resubmitted the NAWCA substitution with additional match acreage that will hopefully meet the requirements to use the NAWCA funding for this project.
- The surveyors are nearly done surveying the dividing lines for Wagner and Smith donations of land this month.
- Bloomstein should close by the end of December.

Agnew, Knox

- We have entered into a purchase agreement for \$95,000 closing by March 2022.
- We have submitted a full proposal to the MNRCP grant program to support this project. An announcement of the decision will be November 17<sup>th</sup>.

Projects with potential or possible perceived conflicts of interest with Committee Members

None at this time.

Active Land Protection Projects, No Updates

Beck Property, Belfast  
Eurovia Properties, Belfast  
Grove Property, Searsport  
Griffin, Camden  
Hope Orchards, Hope  
Elder, Northport  
Little River-Lower Reservoir Parcels,  
Northport & Belfast

Stevens Life Estate Additions, Searsport  
Bowden Point Subdivision, Prospect  
MacManus/Filmeridis Property, Camden  
Sherman's Point Realty Trust, Camden  
Little River Restoration Project  
Welsh Property, Swanville

**Coastal Mountains Land Trust**  
**Stewardship Committee Updates**  
Meeting December 14<sup>th</sup>, by zoom  
Link: <https://us06web.zoom.us/j/82006796217>

## MINUTES

### Updates November/December

#### Events this Month

#### Waldo County

- The Head of Tide shed has been ordered and the initial site work has been completed for it. Estimated delivery in mid March 2022. Electrification will happen later in the spring.
- The Belfast work crew replaced a bridge at Head of Tide and has done a lot of work on the Meadow Brook boundaries in the last month.
- Monitoring is ongoing.

#### Knox County - Ryan O talked about Beech Hill Mowing Rotation as well as Volunteer Crew building kiosks at Chapman Barn. Discussed ongoing easement and preserve monitoring.

- Thorndike Brook interpretive panels installed
- Camden Area Field Crew working on clearing and blazing Bresnahan II boundary
- Permeant signage for soon-to-be-opened RTM section going up next week
- Exploring options for grooming the RTM this year.
- Cleaning up grounds preparing for winter, Chapman Barn clean up and canvas tent put up for mini truck
- Treating Small Engines with seafoam for winter.

#### Agenda

1. New Property: Crawford II Tract, Ducktrap Preserve.
  - a. This 58 acre parcel is off Slab City Road in Lincolnville, it abuts the Crawford Tract.
  - b. As part of the donation, one of the donors would like to continue to maintain walking trails on the property. As such we are going to enter into a trail agreement with him, allowing him to maintain the existing trails. These will be open to the public but not promoted. Note: some of the parts of the agreement (notably the allowance of his use of a UTV) are not our preference, but were important to getting the acquisition deal done.

2. New Property: Marsh Meadow Preserve

- a. This 125 acre property will be the Land Trust's first property in the town of Knox. It will protect a the entirety of a pond and wetland complex that feeds Marsh Stream.
- b. The Land Trust will be developing a public access plan next year.
- c. One of the donors would like to continue to maintain a XC ski trail that goes from his abutting parcel over the Preserve and back. We are entering into a trail agreement with him that will allow this trail, which will be open to the public on the Preserve.

3. Trail assessment for Georges Highland Path on Ragged Mountain.

4. Round the Mountain Trail.

RTM-

Phase 2 is complete but not yet open. OBP finished a few weeks ago but we have been waiting to open it for time to put up proper signage and let the trail rest. Jed has been working on repairs from the 7-inch storm from the first week in November. Should be finished up this week with those repairs. We also had them built a foot path from the Pendleton hillside house around the northside of the mountain to the Georges Highland Path on Barnstown Road. This will give Hikers a way back to the GHP and open yet another loop on Ragged Mountain. (*see attached map*)

We will be working on layout in the coming weeks and having a day of trail layout with Jed.

**COASTAL MOUNTAINS**  
LAND TRUST



**Board Advancement Committee Agenda**  
**Friday, December 17, 2021**

1. Status of Board Recruits
  - a. Mazie Cox and Brink Thorne: Ian and Emily
  - b. Mike Pierce/Allen Agency: Ian
  - c. Wing Goodale: Ian
  - d. Drew Lyman: Tom
  - e. Sean Ociepka: Gianne
  - f. Barney Hildreth: Dan
  - g. Burt Sturup: Ian
  - h. Student Board Member
2. Review Board Matrix (how/when do we do that?)
3. Interface with DEI committee/efforts
4. Ideas for Board Training/Learning Sessions
5. Advisory Council
  - a. Tom discussion with Galen Todd
  - b. Board POC
6. Status of Policy Review
7. Next Steps?



DEI Committee  
November 30, 2021  
Minutes

Present on Zoom call: Gianne, Heather, Ian, Landis, Leah, Ryan O; Absent: Polly

We discussed several questions including the following.

- What is the priority for training? For our Committee? Staff? Board? Should we do a training program first and then propose it to the Board? What training program, considering the time commitment, program quality, relevance, and cost?
- Should we - or should we not - suggest some specific proposals to the Board (along the lines of who, how, what, and why)?
- Should we use a facilitator or an outsider of some sort to help us in our work? One-off or continuing relationship? Just with our Committee or also with the Board? Would a facilitator be a substitute for an educational program for the Board?
- Might we formalize some sort of relationships with other organizations to help us in our work? For example, a veterans organization? Might we consider establishing an advisory committee distinct from the Board? Can we bring new voices into the Land Trust as we have high school kids?
- Should we review our entire communications portfolio to examine how our messaging appears to others?
- Can we start quickly on at least one initiative? First Light seems to be something for which there is interest and some advanced work.

We concluded with the following proposed actions to take prior to our next meeting, which will be scheduled for later January.

- Ian will set up a call with Angela Twitchell (?) in Brunswick for himself, Landis, and anyone else who wants to join.
- Those who know educational programs should send Landis information on their names, format, whether they attended, impressions, etc. and Landis will research them and circulate what he finds.



- Ryan will post Gianne's worksheet on a shared drive, and we'll all work on developing it, adding information on training programs, posing questions, suggesting priorities, voicing opinions on who, how, what, and why, etc. This will help us have an informed discussion at our January meeting.
- We should all try to find someone who might be an expert facilitator and pass contact information to Landis.
- Heather will speak with Roy about how to bring the Wabanaki to the Board.
- Heather will officially propose that the PIRC (Public Issues Review Committee) take up the issue of the Wabanaki.
- Ryan will look through his notes for organizations that might suit us.

Landis  
12/3/2021



Minutes of the Executive Committee Meeting  
December 16, 2021

Attending: Gianne Conard (Vice-President), Landis Gabel (Secretary), Dan Johnson (President), Emily McDevitt, Ian Stewart (Executive Director), Malcolm White (Treasurer); Absent: Judy Wallingford

Judy asked to leave the Committee. She was thanked for her service, and her wish was granted.

**Land Protection**

Ian will present a land protection budget to the Board at its next meeting, including a summary of all prospective projects in our focus area. "In general, we're in great shape."

A pollution settlement has given the state between \$20m and 200m\$ for conservation in our area. We have been encouraged to apply for some of that.

The Donaldson property of 50 acres was offered to the Land Trust for about \$25,000 some time ago but we held it off. Now seems a good time to revert to it, and the Committee recommended that we take it to the Board.

There was an extended discussion of possible projects in the Lower Penobscot Bay, Mt. Waldo, Mt. Tuck, Main Stream areas.

**Stewardship**

Ryan G and Ryan O will be cutting the ribbon Friday to open the new section of the Round the Mountain Trail. The plan for next year is to go from the Snow Bowl to the Griffin piece.

**Community Engagement**

The job description for the Committee will be rewritten with involvement of the staff.

Emily will take the Chair of the Membership and Community Engagement Committee.

Gianne proposed that the new student member of the Board be appointed to the Committee.

## **Organizational**

The state has proposed industrial development on Sears Island which is objectionable to many of the residents and some land trusts. Ian said he didn't feel that we needed to take a position on it but that perhaps the DEI Committee might discuss it. Landis said he would add it to the next DEI Committee agenda.

We have a student candidate for the Board, but we should not go ahead until we are sure of Board support.

## **Staffing / HR**

Tempe will be starting in January.

## **Development**

Members of the Committee felt that the COPE analysis and presentation was of little value to us.

The sense of the Committee was that one venue for the Partners Party was better than two.

## **Finance**

We will develop a 5-year budget by April 1<sup>st</sup> which will address the question of the distribution of the operating surplus we generated this year and carried over from last.

Norcross has approved a loan of \$100,000 for our work in Knox County.

## **Building Committee**

We told Fleming engineering to go ahead with the foundation.

Work will start in January on office remodel.

Landis Gabel, Secretary  
December 19, 2021