

1 MIDDLEBURY AREA LAND TRUST

2  
3 August 14, 2018

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5 BOARD MEETING MINUTES

6 Present: Jamie Montague, Julia Anderson, Eben Punderson, Kathleen  
7 Ramsey, Mike Corbett, Tyler James, Christy Lynn (8:36am), Jono Chapin  
8 (9:03am), and Ellen Cronan.

9 The meeting was called to order at 8:34am.

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11 Minutes: Mike Corbett moved to accept the July minutes, Ellen  
12 seconded. All voted yes to accept the minutes with an abstention  
13 from Kathleen Ramsey.

14  
15 Other Business: Dog poop continues to be a problem on the '97 trail  
16 and it seems like signage is needed. Ellen suggested a sign design,  
17 Jamie stated she would discuss with Jenn.

18 Our membership methods were brought up and Jamie stated she  
19 intentionally did not address membership in her first year in order  
20 to compare her efforts to past years. Membership mailings are sent  
21 out once a year to save money on mailing and use bulk mail services.  
22 It would be possible to add last membership info to each annual  
23 membership.

24 It is time for the Executive Director review and a plan needs to be  
25 created. There will either be an executive session or a separate  
26 meeting. Eben will organize this via email.

27 Kathleen will be stepping down from the board and Victor Nuovo will  
28 be the new Middlebury representative.

29  
30 Organizational Updates: Jamie is moving forward to hire  
31 administrative help. The plan is for an admin assistant to work 10  
32 hours a week at \$11.50/hour. The work would probably be over 2 or 3  
33 days and would be designed for flexibility of schedules.

34 Camps have been very successful this year with the maximum number of  
35 students and new families being added to the MALT family. In answer  
36 to a question Jamie stated that Leave No Trace principles are  
37 discussed as part of the Camp Experience and she feels the impact at  
38 the castle (camp area) has been minimal.

39  
40 Budget FY19: A preliminary budget overview with 24 line items was  
41 reviewed. There is a more detailed budget that was not provided. More  
42 camp income was added with new summer camps planned for next year, it  
43 was discussed as being a low risk financially. This year more than  
44 100 children were turned away. Three summer camps (Otter Creek,  
45 Terrahana and Aurora) will add to income and the revenue should be  
46 higher as MALT will control the staff. There was discussion about the  
47 details and risks associated with relying on camp revenue.

48 Jamie is working with a friend to create a logo and marketing. This  
49 is the same person who made the TAM Trek poster this year.  
50 The line item for map printing is needed as we are close to running  
51 out. There is no real policy for paying for maps. They are often  
52 given away but the map sponsors sell them in their shops and we do  
53 get revenue from those sales.  
54 There was comment that Conservation, Stewardship and Recreation may  
55 be underfunded. Jamie feels confident in the amounts and has plans  
56 for a buffer.

57

58 Committee Reports:

59 Conservation - The committee is pulling together information in line  
60 with the operating plan. Halley (former intern) wants to be a part  
61 of the committee. She did most of the conservation research and  
62 knows more than anyone about the conservation history.

63 Trails - John Derick's latest update was discussed. Transfer of  
64 trail management to the committee will take time and require getting  
65 volunteers involved. Jamie observed that people who care about the  
66 trail have great ideas and a staff member will help bring those ideas  
67 forward. It was discussed that a sustainable plan will be organically  
68 built. Jamie stated that Joni has typed up notes and provided a list  
69 of what has been done that should help in the transition as John  
70 steps back from his daily management.

71 Nominating - The committee has listed the holes on the board to  
72 prioritize candidates for the next annual meeting. Christy will be  
73 creating a spreadsheet as an organizational tool for volunteer help.  
74 It will be a shared resource maintained by the Nominating Committee  
75 for all to use. Jamie made the point that it's important that it is  
76 part of the organizational files.

77 Fundraising - The committee has not met but has a scheduled date.

78

79 Ledges: A meeting was held at Dick Foote's office with the hunter.  
80 They presented the basic issue that the camp has to go. The hunter  
81 requested one final season to hunt and use that time to remove their  
82 personal items. While the solution is not ideal it provides some  
83 respect for history and past use of the land. The concern that past  
84 use of the land by the hunter does not provide confidence about  
85 respectful use but the hunter appeared earnest. The final camp  
86 removal will be at the end of the calendar year. Dale (ranger) will  
87 be on duty and can help manage the camp use. It was noted that this  
88 has been going on for five years and resolution by the end of the  
89 year seems reasonable. We still need to discuss the solution with  
90 Dale. Eben and Jamie will create a letter to finalize the agreement.

91

92 Donors Update: Jamie is working with individual board members one-on-  
93 one as she has time. Most of the donor work will be completed in  
94 October and November.

95

96 Next Meeting: Tuesday, September 18<sup>th</sup>, 8:30am. Kathleen will miss it.

97

98 Adjournment: At 10:02 Mike motioned to adjourn with a second from  
99 Christy. All were in agreement.