

Orleans County Natural Resources Conservation District

Board Meeting Minutes

Oct 8, 2026

DRAFT PENDING APPROVAL

In Attendance: Alyssa Conn, David Fox, Emily Dehoff, Joanna Lidback, Jared Nunery, Bruce Urie

Staff: Sarah Damsel, Ted Sedel

Absent Members: Chris Steel

Transition Plan Updates

Sarah continues to keep transition plan documents up to date. This week will be her last full time week. Sarah has reviewed upcoming work plans with all staff which is directly connected to existing deliverables in the District's Core Services agreement and existing grants.

The Board commend Sarah on her ten years of service to the District and recognized the growth in service delivery that has been accomplished during her tenure.

Approvals

- **Core Services Agreement:** Motion to approve the Core Services Agreement passed unanimously.
- **Working lands grant approval:** The board approved the two grants for the working lands crew.
- **Tri-district representative appointment:** The board officially appointed Chris Steel as the tri-district representative.
- **Plant sale transition advancement:** The board approved moving forward with the plant sale transition agreement with Essex County NRCD

Annual Newsletter

The Board reviewed the Annual Newsletter as drafted by Sarah and suggested some edits.

Equipment storage

- Justin Randle agreed to continue storing the no-till drill.
- Proposed storing the bulk material spreader and rock rake at Brad Maxwell's farm.

Staffing and AmeriCorps

- Rehired Amelia at 35 hours per week through December using capacity and equipment grant funds.
- Tentatively awarded a halftime AmeriCorps member position from April to September.

Financials Review

- Alyssa Conn provided an overview of the last quarters financials.
- The Board agreed to continue reviewing district financials quarterly instead of monthly.
- **Motion to Approval Financials:** Passed unanimously.

Executive Session

- The Board voted to enter an Executive Session to discuss personnel decisions.
- **Motion to Authorize HR working group to draft an offer.** Exiting the Executive Session, the Board approved a motion to authorize the HR Working Group to draft an offer for an internal candidate for the District Manager position. Approved unanimously.

Meeting adjourned at 10:30 AM

Minutes submitted by David Fox, Board Secretary on Oct 15, 2026