



Connecticut River Conservancy

Since 1952, we have worked to protect your rivers from source to sea so everyone can enjoy them. Our rivers belong to all of us. We are their voice. This means we find environmental problems and fix them, across all four river states. We run community river cleanups. We remove deadbeat dams. We plant trees. We protect and restore wildlife. We speak up on behalf of your rivers.

BOARD OF TRUSTEES MEETING FRIDAY, MARCH 1, 2019

Development committee 10:00 – 11:00

Board meeting 11:00 – 2:30

Optional building tour 2:30 – 3:00

MEETING LOCATION:

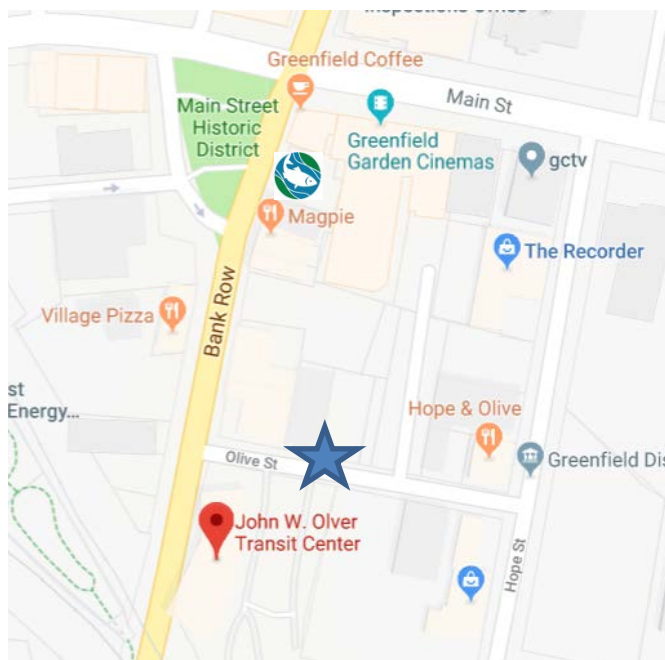
15 BANK ROW
Greenfield, MA



NOTE ON LOCATION – We are meeting at our offices at 15 Bank Row this month.



NOTE ON PARKING – The parking garage is open! The entrance is across from the Olver Transportation Center where we have met in the past. The BLUE STAR below marks the spot.



Board Meeting 11:00 – 2:30 AGENDA & MEETING DETAILS

LUNCH

- Buffet lunch provided. Let Aliko know if you have any preferences or limitations not otherwise on file. We are happy to accommodate any and all requests. Aliko can be reached at afornier@ctriver.org / 413-772-2020 x207

BOARD OF TRUSTEES MEETING

11:00 – 2:30

<u>AGENDA ITEM</u>	<u>TYPE</u>	<u>MATERIAL IN PACKET</u>	<u>PERSON</u>
<u>A. Welcome & introductions (5)</u>	DISCUSSION	No	Melody
<u>B. Consent Calendar (5)</u>	DECISION	Yes	Melody
<ul style="list-style-type: none"> • Minutes of December 2018 board meeting • Fiscal sponsorship – Lyme Biodiversity Working Group • Contracts signed / fiscal sponsorship • Grants report 			
<u>C. Finance report (20)</u>	DECISION	Yes	Phil/Andy
<u>D. Development report (30)</u>	DISCUSSION	Yes	Corey
<ul style="list-style-type: none"> • Results and analysis from year end campaign • Membership report • Spring campaign 2019 • Campaign for our Rivers – it's flowing along! 			
<u>E. Lunch (30)</u>			
<u>F. Sewers and wastewater infrastructure (30)</u>	DISCUSSION	No	Bob/Andrea
<ul style="list-style-type: none"> • What's happening in Hartford, Holyoke and Springfield? 			
<u>G. Strategic Plan implementation (20)</u>	DISCUSSION	Yes	Andy
<ul style="list-style-type: none"> • Dashboard check-in - new and developing staffing • Deerfield River Watershed Association affiliation – how is it working? • Recreational events – Holyoke shad derby? 			
<u>H. Community science programs (15)</u>	INFORMATION	No	Aliko
<u>I. Land Conservation Program report (15)</u>	INFORMATION	Yes	Andy

<u>J. River Celebration & Spring Events (15)</u>	INFORMATION	No	Stacey
<u>K. Executive Session (20)</u>	DISCUSSION	No	Board

AFTER MEETING BUILDING TOUR

2:30 – 3:00

Optional tour of the building to see pending improvements and stand in the spot where dinosaur paleontology began in the United States!

BOARD AGENDA DETAIL

We will have conference call-in capacity for those who cannot make the meeting. Aliko will confirm who is calling in prior to the meeting.

CONFERENCE CALL-IN

641-715-3580

119111#

B. Consent calendar

Beyond the standard items we have a new fiscal sponsorship for your approval. Several members in Lyme, NH led by Meg Sheehan have applied to the Lyme Foundation for a project to demonstrate non-chemical methods of knotweed control on a town conservation property. They have asked for us to be their fiscal sponsor for this project which will include the payment of a stipend to a seasonal staff person for the next two summers. Otherwise we do not have obligations other than administering the funds for their planned expenditures. While this is not an “aquatic” project, we confront invasives in all of our buffer planting projects, so if they can develop some new ways of managing or controlling knotweed, this will be a benefit to our many riparian buffer projects.

C. Finance report

Beyond the presentation of the typical finance reports Phil and Andy will spend a bit of time describing a number of on-going trends in our finances that have required the Executive Committee to make some decisions with staff over the last two months. In short, a transition to reimbursement-based grants has continued to reduce our working capital which in turn has put significant pressure on our ability to pay vendors in a timely way. This has also impacted our ability to meet our own ongoing expenses including payroll. So we have needed to find a new source of working cash and access to some of our cash reserves in the “Unrestricted Endowment.” We are also behind budget projections in accruing revenue from grants and administrative indirect. We’ll walk the Trustees through the current financial picture. We’re doing fine, but things are tighter than in past years as we continue to grow into our mission.

D. Development report

Corey will present a thorough analysis of how we’ve been doing on our annual fundraising from both small and major donors. She will also explore how our membership recruitment is going. We are bringing in new members, but our retention rates are lower than we’ve projected. And of course we’ll update you on the Campaign for Our Rivers and what’s happening for spring fundraising – put on your swimsuits!

CONNECTICUT RIVER CONSERVANCY

Board of Trustees Meeting
December 14th, 2018
10:30am – 2:30pm
15 Bank Row
Greenfield, MA

ATTENDEES

Trustees: Liz Austin, Melissa Ocana, Dave Hewitt, Ron Poltak, Annette Spaulding, Astrid Hanzalek (phone), Melody Foti, John Sinton, Payton Shubrick, Tom Ciardelli, Kate Putnam, Neftali Duran, Ron Poltak (phone), Tim Keeney, David Mears, Bob Moore, Tony Judge.

Absent: Lora Wondolowski

Staff: Andy Fisk, Corey Kurtz, Aliko Fornier, Phil Girton, Angela Chaffee, Brett Morrison.

A. WELCOME & MEETING OVERVIEW

B. ANNUAL AUDIT AND TAX FORMS

Joe Wolcowicz, the Board's auditor was unable to attend due to illness. Andy presented the financials as recommended by the Finance Committee for adoption. He introduced the audit and tax forms. Kate went over the process by which the audit and tax forms are filed and reviewed, answering any questions or concerns the board may have about the system or CRC's assets. Phil interpreted the Financial Statements in more details. He gave a rundown of the Statement of Financial Position and Activities. Andy explained the Statement of Functional Expenses.

Finally, Form 990 and Form PC were explained in more details to the board. The board was informed that the Form 990's purpose was to understand CRC's lobbying restrictions, land conservation plan report, and disclose art and artifact. Form PC is filled by CRC annually, being a non-profit organization in Massachusetts. On this form, we explain our income via contributions, grants, gifts... We also go over our program services, expenses, our paid contractors and affiliates and our net assets.

MOTION: To accept the annual financial statements, Form 990 and MA Form PC as submitted by the Finance Committee. Moore/Duran on the motion; unanimous

C. CONSENT CALENDAR

MOTION: To accept the items as submitted. Putman/Austin on the motion; unanimous

D. ELECTION OF NEW TRUSTEES

Andy introduced to candidates to the board: Amy Tran and Bob Sproull. To be fully elected by the membership at annual meeting 2019.

Board members discussed the progress in bringing on the number of trustees, what the limit is, and how that might affect the nomination process in the future. The Board expressed confidence and support for the nominations of Amy Tran ad Bob Sproull.

MOTION: to accept Amy Tran’s election to the board of trustees, put forward by the Nomination Committee. Mears/Shubrick on the motion; 2 abstentions.

MOTION: to accept Bob Sproull’s election to the board of trustees, put forward by the Nomination Committee. Putnam/Austin on the motion; unanimous

E. ADVOCACY – STOP TRASH BEFORE IT STARTS

Angela Chaffee gave an update on Source to Sea Cleanup results including number of petition signers and number of Trash Talk attendees. She also gave an overview of next steps in each state for plastic and tire legislations, next steps for corporate pressure, and collaboration with smith college that will bring an EU delegate to the region, co-hosted by CRC and Smith College.

The board discussed our advances in the campaign, as well as new objectives and progressive ideas, including acknowledging the organizations and businesses that have advanced their techniques to incorporate a more environmentally friendly waste disposal.

F. CRITTER CONNECTIONS & CITIZEN SCIENCE

Andy presented a newly adopted management plan for sea lamprey created by the CT River Atlantic Salmon Commission on which CRC serves as vice-chair. He described the CRASC and how they used to operate, and their role today. After years of focus on Salmon, conservation programs how shifted their attention to other fish, including Sea Lamprey and all migratory species in the watershed. Liz’s experience with the species helped the board understand their nature (biology, geography and ecological roles). Andy and Annette explained their history in old and modern cultures. The board was informed of CRC’s intentions to collaborate with other scientists on the watershed on the preservation of sea lamprey, and intergrade this project as a Community Science (Citizen Science) program.

G. LUNCH

H. DEVELOPMENT REPORT

Corey gave an overview of the development report: she went over membership statistics, money pledged, and money received over a period of 12 months. Corey also updated the board on the Campaign for Our Rivers. Part of the overall report was to let the board know how we are

improving on numbers over the years. She went over tactics the organization used, and what the board and staff can do to attract more members, especially in CT. Corey confirmed that the organization is on track to meet the FY18 – 19 membership and monetary goal.

Corey explained to the board what they could do to help grow the organization through contacting donors. There are two teams she introduced to the board, that they must individually pick one to participate in. The first team solicit donors by phone call, email or mailed letter. This team will focus on reaching out to donors who we know already support our cause, but haven't given yet. The second team will thank donors. They will focus on reaching out to supporters who have donated to acknowledge their support, and grow their relationship with the organization.

Laurie Herrick, CRC's consultant when it comes to donor relations, introduced herself and her work. Tony Judge also told the board about his works while on the Campaign for your Rivers Committee, and his perspective on meeting donors and building a relationship with them.

I. FINANCE REPORT

Andy Fisk presented the Financial report. He explained how the grant money and other revenue is going to be dispersed over different programs, expenses and payrolls. He also presented a chart showing cumulative contributed & indirect revenue and operating expenses. The Capital Budget, Budget vs. Actual, Prior Period Comparisons and Statement of Financial Position were presented. Melody went over the Endowment Report.

The board was informed that the organization was sending out a RFP to different auditing services. They are welcome to add candidates to that pool.

Melody gave an overview of the annuities from donors attached to our organization, including the profit we get through a donor's life, and the profit we get at the end of a donor's life. Currently, CRC has 2 annuities.

MOTION: to adopt the year-to-date financial report as submitted. Austin/Mears on the motion; unanimous.

MOTION: to give the chair and treasurers permission to execute changes to our annuity program by purchasing insurance policies on the two existing annuities in order to lock-in returns. Austin/Mears on the motion; unanimous.

J. STRATEGIC PLAN IMPLEMENTATION

Andy gave a quick rundown of the strategic plan monitoring management review. He introduced Fritz, who will be a field science staff up north working mostly with Ron. He also updated the Board on works being done to the building, including workstations, heating units, roof renovations and solar power installation.

K. HYDROPOWER RELICENSING (UPDATE)

Andy updated the board on hydropower relicensing projects CRC has been involved with. He reviewed their impact to the environment, and then our progress when it comes to setting up fairer licenses for the environment. He explained the relationship CRC has had with First Light, and the back and forth debates and claims set on the table. 6 months ago, First Light has agreed to find a settlement for the permit renewal, but their lack of cooperation with CRC and environmental consultants has made this process slow and expensive. Due to this, negotiations have stalled. Since, a proposal has been presented to convince them to reinstate a settlement. Unfortunately, the proposal was rejected. Andrea Donlon has been working on showing them how they could benefit in the long term by setting changes to their facilities, that in themselves don't cost a significant amount of money.

Recreation, companies have been required by law to meet recreational needs to the community in exchange for their use of resources. CRC will submit a request for recreational benefits to be added to companies, such as First Light and Great Hydropower.

L. EXECUTIVE SESSION

An executive session was held following the meeting by the Board.

The meeting was adjourned at 2:30pm

Prepared by: Aliko Fornier
Reviewed by: Andrew Fisk

LETTER OF AGREEMENT

The Connecticut River Watershed Council (CRWC) shares the concern held by the Lyme Biodiversity Working Group regarding invasive species in the watershed and impacts on habitat and riverine ecosystems. Accordingly, in response to your request, CRWC agrees to support those efforts by serving as a fiscal sponsor for Lyme Biodiversity Working Group (Group). The Board of CRWC has approved the establishment of a restricted fund to accept and disburse funds to support your work.

As this has to be a formal relationship due to the receipt and accountability for donated funds, the following will spell out the details of the agreement between us.

PURPOSE. This letter represents an Agreement between the Connecticut River Watershed Council, Inc. (CRWC) and Group whereby CRWC will act as a fiscal sponsor for Group. In this capacity, CRWC will accept charitable donations and other funds on behalf of Group, and disburse funds to pay for qualifying expenses incurred by Group. All of the assets received by CRWC under the terms of this Agreement shall be devoted to the purposes of the Project, within the tax-exempt purposes of CRWC. Group shall not use any portion of the assets to participate or intervene in any political campaign on behalf of or in opposition to any candidate for public office, to induce or encourage violations of law or public policy, to cause any private inurement or improper private benefit to occur, nor to take any other action inconsistent with IRC Section 501(c)(3).

FUNDS. All funds contributed to or received by CRWC on behalf of Group are under the fiscal control of CRWC, as required by law. They will be maintained in a separate account and restricted to those expenses approved by Group. Checks for contributions from individual donors should be made out to "CRWC" with a note "Lyme Biodiversity Working Group" in the memo line. All contributions will be acknowledged by CRWC and indicate that the donation was given for your work. At your request we can include your group as a copy on these acknowledgements.

QUALIFYING EXPENSES. Funds contributed to or received by CRWC on behalf of Group may only be used for purposes allowable under CRWC's 501(c)(3) tax-exempt status.

Qualifying expenses would include, but are not limited to the following: fees for consultants and legal services related to the protection and enhancement of natural resources of the Connecticut River watershed; development and distribution of materials to inform and/or educate the public regarding those natural resources and potential threats to them; and directly related expenses.

Organizational expenses for Group would also qualify, such as salaries for staff and office expenses, as long as their use is directly related to the qualifying activities noted in the prior paragraph.

CRWC assumes no responsibility for expenses incurred by Group, and reserves the right to refuse to pay any expenses we determine might jeopardize our tax-exempt status. Group, as a group and its members individually, bears full responsibility for all obligations that it incurs.

LOBBYING. Expenditures for any attempt to influence legislation within the meaning of IRC Section 501(c)(3) shall be subject to limitations imposed by CRWC. We recognize that public interest lobbying conducted within the limits of applicable regulations is important and valid work. However we reserve the right to limit or prohibit lobbying if it conflicts with our work or causes monetary thresholds outlined in IRS regulations to be exceeded.

PAYMENTS. When there are expenses to be paid from the account being maintained by CRWC, Group shall submit a payment request form signed by your Treasurer or other designated official representative requesting payment. The request shall identify the payee and summarize the services provided or expense incurred. A copy of the bill to be paid or reimbursed must be attached to the voucher. CRWC normally pays bills within 30 days of receipt.

Group plans to hire a steward using funds from the CRWC account. Beginning in approximately mid March to November 1, 2019, Group will submit bi-monthly statements for payment to the steward for time worked. Group will contact CRWC as soon as the steward has been hired to provide advanced notice of the payment schedule.

REPORTS. CRWC will provide Group with an annual report of all funds received, expenses paid, and account balance. At your request we can produce reports with any other information maintained by CRWC on this sponsorship agreement. Reports will be sent to you as the designated representative for Group.

GRANTS. It may be necessary for Group to have CRWC submit grant applications on its behalf to foundations and other funding sources. CRWC is willing to submit such requests and receive grants, but we reserve the right to request that Group use another grant sponsor if the funder to be approached is also considering a request from CRWC. Please discuss potential grant applications with us prior to preparing them so we can effectively coordinate our mutual fundraising work.

ADMINISTRATIVE FEE FOR SERVICES. It is understood that CRWC charges an administrative fee of 7.5% for its services to cover the costs of bookkeeping, reports, and required audits. This fee will be deducted directly from the funds held by CRWC.

REPRESENTATION & INDEMNIFICATION. Group may not present itself as acting or speaking for CRWC without the expressed prior approval of CRWC. This Agreement shall not be deemed to create any relationship of agency, partnership, or joint venture. Group agrees, to the fullest extent permitted by law, to defend, indemnify and hold harmless CRWC, its officers, directors, trustees, employees and agents, from and against any and all claims, liabilities, losses and expenses (including reasonable attorneys' fees) directly, indirectly, wholly or partially arising from or in connection with any act or omission of Group, its employees or agents, in applying for or accepting grants, in expending or applying the funds, or in carrying out the program or project, except to the extent that such claims, liabilities, losses or expenses arise from or in connection with any act or omission of CRWC, its officers, directors, trustees, employees or agents.

TERMINATION BY REQUEST. Group and CRWC both have the right to terminate this agreement for any reason with sixty (60) days notice before termination. (See DISPOSITION OF FUNDS.)

TERMINATION FOR CAUSE. CRWC reserves the right to terminate this agreement immediately if it determines that [GROUP] or its representatives are conducting activities that threaten to jeopardize CRWC's tax exempt status.

CRWC may also terminate this agreement if it determines the activities of Group or its representatives reflect negatively on the Council. In this instance, CRWC will first notify Group in writing and request that it refrain from such activities. If the undesirable activity continues, CRWC will give ten (10) days notice before terminating this agreement.

DURATION. It is the intent of CRWC to provide its administrative support services to help grassroots organizations carry out a specific project or to get organized on a temporary basis. This agreement is in effect for a period of two years from the date of signature and may be renewed upon request.

DISPOSITION OF FUNDS. When this agreement ends, or in the event this agreement is terminated by request or for cause, any funds in the account being maintained for Group will either be turned over to another bona fide successor tax-exempt organization mutually agreed upon by Group and CRWC. If no Successor acceptable to both parties is found within a reasonable time, Sponsor may dispose of the Project assets and liabilities in any manner consistent with applicable tax and charitable trust laws.

On behalf of the Council, I wish you and Group great success in your efforts. We are pleased to play a part. Please sign and return the enclosed copy of this Agreement.

Sincerely,

Andrew Fisk
Executive Director

ACKNOWLEDGEMENT AND ACCEPTANCE

I have read and accept the conditions stated above regarding contributions to and management of funds received by CRWC on behalf of Lyme Biodiversity Working Group.

FOR
Lyme Biodiversity Working Group :

Margaret E. Sheehan

Dated: Febraury 17, 2019

Dated: _____

This agreement is in effect from March 1, 2019 to February 28, 2020.



CONNECTICUT RIVER WATERSHED COUNCIL

The River Connects Us

15 Bank Row, Greenfield, MA 01301 crwc@ctriver.org www.ctriver.org

CONTRACTS SIGNED December 2018 – February 2019

Contractor	Service	Amount	Funding	Type	Term
Jancewicz & Son	Building Improvement	\$76,752.00	Capital Budget; Beveridge Foundation FY18.26	Construction	Project complete
Stone Environmental	Change Order: Project Oversight	\$1,500.00	Conservation Alliance FY16.20	Service	Project Complete
Horizons Engineering	Change of Scope	\$1,500.00	Conservation Alliance FY16.20	Service	Project Complete
Paul W Hannan	Land Survey	\$4,500.00	Jane's Trust FY18.42	Service	Survey complete
GZA	Project Design Engineer	\$55,000.00	NFWF FY19.12	Service	Project complete
Headwaters Hydrology	Project Design Engineer	\$1,000.00	Overhead	Service	Design Complete
MRW Connected Inc	Website Development	\$4,350.00	Overhead	Service	Project Complete

ACTIVE FISCAL SPONSORSHIPS As of November 2018

Project	Balance	Term of sponsorship	Notes
Friends of the Silvio O. Conte Nat'l Wildlife Refuge	\$48.12	9/2011 -	
Mill River Greenway	\$3,404.43	3/2017 – 3/2019	
Greenfield Tree Committee	\$5,135.62	6/2014 -	
Chicopee4Rivers Watershed Council / Keith Davies	\$2,073.46	3/2015 -	

GRANT STATUS REPORT - DECEMBER 2018 to MARCH 2019
CONNECTICUT RIVER CONSERVANCY

CURRENT GRANTS		Requested	Awarded	
Phase 2 of building improvements - roof repair, insulation, expansion	Beveridge Family Foundation, The	50,000	20,000	
Hydropower relicensing - technical expertise support: 2 year award	Canaday Family Charitable Trust	62,475	62,475	
Stop the Spread! Water Chestnut Chestnut Monitoring and Removal in the Matt	Community Foundation of Middlesex County	3,500	2,500	new
Supplemental environmetnal project funding - Chicopee River watershed	Conservation Law Foundation - SEP payments	22,000	22,000	
SEP - Oxbow Marina	Conservation Law Foundation - SEP payments	15,000	15,000	
Bill Willard SEP for MA restoration or wq projects	Conservation Law Foundation - SEP payments	25,000	25,000	
Dam Removal Engineering (Match: 06120FY16374)	Dextra Baldwin McGonagle Foundation	29,615	29,615	
Collaborative Citizen Science for Healthier Rivers - 10K	Hartford Foundation for Public Giving	10,000	7,500	new
LCP property transfers	Jane's Trust	120,000	100,000	
VT advocacy work 2018 - hydropower and pollution solution	Lintilhac Foundation	24,580	24,580	
Riparian restoration on farms - MA, VT, NH	Lydia B Stokes Foundation	10,000	10,000	
Mussel Restoration - Year 3	Massachusetts Environmental Trust	40,000	30,000	
Hepburn Dune Living Shoreline - Fenwick	Nat'l Fish & Wildlife Foundation - LIS Futures Fund	250,000	250,000	new
WQ Monitoring - LIS and nutrients in CT River Basin	Nat'l Fish & Wildlife Foundation - LIS Futures Fund	65,283	39,532	
NE Forests and Rivers Fund - Riparian, instream habitat, and water quality proje	Nat'l Fish & Wildlife Foundation	199,672	151,565	
7 Dam Removals opening 140 miles of Brook trout habitats	Nat'l Fish & Wildlife Foundation	199,165	199,165	
Water Quality Monitoring in on CT River Tribs - Equipment support	New England Water Environment Association	1,500	1,500	
Restoration & Monitoring post East Burke dam removal	NHCF - Mitigation & Enhancement Fund	25,300	25,300	
Clark Brook dam removals	NHCF - Mitigation & Enhancement Fund	149,500	149,500	
Dam Removals - Lyman Falls and Wyoming Paper Co	NHCF - Mitigation & Enhancement Fund	6,950	6,950	
Norwich Reservoir Dam Removal	NHCF - Mitigation & Enhancement Fund	247,802	247,802	
Product Stewardship work - Tires	Patagonia - Corporate Grants	20,000	12,000	
Norwich Reservoir dam removal, Charles Brown Brook, Norwich, VT	Patagonia - World Trout Initiative	6,000	6,000	
Improve 15 Bank Row durability, functionality, and air quality	Peabody Charitable Fund, Amelia	75,000	50,000	
Collaborative Citizen Science in Connecticut	Richard P Garmany Fund - Hartford Foundation for Public Giving	25,000	25,000	
Long Island Sound Regional Conservation Partnership Program	USDA/NRCS	1,250,000	638,438	
Long Island Sound RCPP - TA funding for resiliency projects	USDA/NRCS	100,000	100,000	
CT River Watershed RCPP	USDA/NRCS	855,000	63,750	
Lanata dam removal, East Putney Brook, Westminster, VT	USFWS / Partners for Fish & Wildlife Program	137,000	137,000	
USFWS Cooperative Agreement F13AAC00693	USFWS / Partners for Fish & Wildlife Program	40,000	190,566	
Beaver Brook Wilmington VT riparian restoration project development	Vermont Agency of Natural Resources - DEC Watershed Grants	3,500	3,500	
VT Advocacy and climate adaptation - interim award	Vermont Community Foundatio High Meadows Fund	12,500	12,500	new
Enviroscape for Public Education - Dunham-Mason Fund	Vermont Community Foundation - Place-Based Grant Program	500	300	new
Enviroscape for Public Education - Crosby-Gannett Fund	Vermont Community Foundation - Place-Based Grant Program	1,000	500	new
Aquatic Organism Passage in VT	Vermont Fish & Wildlife	26,000	86,000	
Prelim Engineering for Harvey Lake dam removal	VT ANR ERP funding	31,978	31,978	
Lull's Brook Buffer, Hartland, VT	VT ANR ERP funding	15,113	15,113	
Norwich Reservoir Dam Removal	VT ANR ERP funding	287,545	287,545	

Karlan- Mason Riparian buffer planting	VT ANR ERP funding	2,165	2,165
Green River Guilford VT restoration & easement	VT ANR ERP funding	31,200	8,140
Deerfield River Restoration - project development	VT ANR ERP funding	5,737	5,737
WQ Monitoring - Whetstone Brook VT	VT DEC/ANR	8,290	8,290
Regional Collaboration in SE Vermont	Windham Foundation	10,000	5,000
		=====	
TOTAL ACTIVE		\$ 3,773,417	\$ 2,471,304

PENDING GRANTS

Crosby Brook dam removal	VT DEC/ANR		85,800
Stonecipher Farm Bioengineering Restoration	VT DEC/ANR		75,000
Henne dam & culvert in Perkinsville	VT DEC/ANR		153,565
East Putney Brook dam removal & culvert replacement	VT DEC/ANR		232,000
Magic Mtn. Dam Removal	VT DEC/ANR		67,850
Sacketts Brook WQ	Vermont Agency of Natural Resources - DEC Watershed Grants		5,000
Engineering for Harvey Lake dam removal	VT DEC/ANR		90,000
LOI Continued Hydropower work with experts - 2 year project	Canaday Family Charitable Trust		61,285
Is your Dock River Friendly? The Impact of Styrofoam Dock Floats on Marine Del	Ocean Conservancy - ICC Small Grants		7,500
2019 Source to Sea Sponsorship	Enterprise Holdings Foundation		1,500
Harvey's Lake dam removal - 100% Engineering design & permitting	NHCF - Mitigation & Enhancement Fund		109,108
Buffer Planting - Cloke, Ompom River, Strafford VT	NHCF - Mitigation & Enhancement Fund		7,426
Hatchery & wild salmon energetics study - Conte Lab	Department of Fisheries & Oceans - Canada		41,750
Microplastics Citizen Science Project	Massachusetts Environmental Trust		15,000
Clark Brook dam removals - Part 2	NHCF - Mitigation & Enhancement Fund		169,661
Riparian Restoration, Jacobs Brook, Orford, NH	NHCF - Mitigation & Enhancement Fund		9,597
Harvey's Lake dam removal	Eastern Brook Trout Joint Venture		50,000
CT Advocacy	Gryphon Fund		15,000
Water chestnut community science	Community Foundation of Western Massachusetts		23,910
2019 Watershed-Wide Citizen Science Support	Dreyfus Foundation, The Max and Victoria		20,000
Hydropower advocacy in Vermont	Lucy Downing Nisbet Charitable Fund		20,000
		=====	
TOTAL PENDING		\$	1,260,952

GRANT APPLICATIONS IN PROGRESS OR PLANNED OVER NEXT 12 MONTHS

Water Chestnut Monitoring	American Canoe Association - LL Bean	1,000
TBD - helping Vermonters?	ANTONIO B AND RITA M POMERLEAU FOUNDATION INC	20,000
Angler and Boater Survey - European Water Chestnut	Bass Pro Shops	5,000
VT Dam Removals	Conservation Alliance, The	25,000
Advocacy around trash and river cleanups	Conservation Alliance, The	30,000
Living Shoreline design and implementation - Fenwick CT	CT Audubon - in lieu fee grant program	50,000
Species Conservation project - 2 year	deCoizart Article TENTH Perpetual Charitable Trust, Sarah K.	125,000
Battery/advanced energy storage at hydropower facilities - how to get it done	Energy Foundation	75,000
2020 Source to Sea Cleanup Sponsorship	Enterprise Holdings Foundation	2,500
Vermont Farm, Forest, Water protection?	Freeman Foundation	10,000
TBD - climate, hydro, or transformational program	High Meadows Foundation	25,000

Clean Water Advocacy - Keeping sewerage out of our communities	Jessie Smith Noyes Foundation	30,000
New Boating Guide / Paddlers' Trail maps	Leo S Walsh Foundation	7,500
VT Advocacy	Lintilhac Foundation	24,000
TBD - water chestnut coordination / website creatioin / comm science	Long Island Community Foundation	32,500
Mascoma River Community Science?	Mascoma Bank Foundation	10,000
Water Chestnut Control in CT River Greenway Park	Massachusetts DCR	25,000
MA Water Quality Monitoring Grant	Massachusetts DEP	20,000
Bacteria Monitoring in Massachusetts	Massachusetts DEP	15,000
Trash Solutions Advocacy	Moore Charitable Fdn	25,000
2019 NH Source Water Protection Grant	NH DES - Source Water Protection Grants	15,000
NH water quality improvement, erosion and/or habitat work	NH Moose Plate Grant	24,000
Unrestricted Operating Support	NHCF - Community Grants Program, Unrestricted Grant	60,000
NHCF Express grant	NHCF - Community Program, Express Grant	5,000
Wellborn Ecology Fund	NHCF - Wellborn Ecology Fund	5,000
Community science - watershed wide	Robert F. Schumann Foundation	25,000
Fenwick Living Shoreline project - implementation funding	Robert F. Schumann Foundation	75,000
Plastics Advocacy in CT River Watershed	Roy A. Hunt Foundation	10,000
Water chestnut removal 2018	Suez Foundation	7,500
Environmental justice for urban river recreation	The Larsen Fund	5,000
Environmental Advocacy in Vermont / New Hampshire - TBD	The Larsen Fund	10,000
Working with small watershed groups in collaboration/ collaborating around hc	Thomas Thompson Trust	20,000
USFWS Invasives Funding	USFWS - Regional office	2,500
Water Chestnut / Invasives Cooperative Agreement	USFWS / Partners for Fish & Wildlife Program	25,000
TBD - Deerfield Monitoring and Restoration	Vermont Community Foundation - Deerfield River Enhancement Fund	15,000
Partnership work in VT on adaptation and advocacy - CLF and VNRC	Vermont Community Foundation - High Meadow Fund	30,000
Crosby Gannett Fund - Brattleboro Storm Drain Stenciling	Vermont Community Foundation - Place-Based Grant Program	1,000
Dunham Mason Fund - Brattleboro Storm Drain Stenciling	Vermont Community Foundation - Place-Based Grant Program	500
TBD - NH Restoration Habitat Restoration work?	Virginia Cretella Mars Foundation	20,000
Project TBD	VT ANR ERP funding	85,500
Fenwick Living shoreline - implementation funding	Wiederhold Foundationi, John T and Jane A	250,000
Continued watershed coordination	Windham Foundation	10,000

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TOTAL PLANNED / IN-PROGRESS \$ 1,258,500

DENIED GRANTS

Stop Trash Before It Starts - Plastic Advocacy	Cornell Douglas Foundation	10,000
LOI: Transforming Connecticut River hydropower - closed loop, advanced batter	Barr Foundation	150,000
2019 Citizen Science Programs in Connecticut	The Bydale Foundation	5,000

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TOTAL DENIED \$ 165,000

Connecticut River Conservancy.
Budget vs. Actual
July 2018 through January 2019

9:16 PM
02/21/2019
Accrual Basis

	Jul '18 - Jan 19	Budget	% of Budget
Ordinary Income/Expense			
Income			
4000 · Contributions			
4010 · Indiv/business contribution	42,118.94	80,500.00	52.32%
4015 · Major Donor Campaign	154,059.31	170,000.00	90.62%
5825 · Project Appeal/Underwriters	24,000.00	110,000.00	21.82%
4000 · Contributions - Other	0.00	0.01	0.0%
Total 4000 · Contributions	220,178.25	360,500.01	61.08%
4014 · Capital Campaign	46,900.00	200,000.00	23.45%
4080 · Management Fee Income	6,231.12	10,682.00	58.33%
4200 · Grants and Contracts	294,657.75	1,323,200.00	22.27%
5180 · Fees	35,335.54	26,060.00	135.59%
5330 · Rental Income	16,825.00	18,420.00	91.34%
5440 · Sales	2,416.86	4,000.00	60.42%
Total Income	622,544.52	1,942,862.01	32.04%
Gross Profit	622,544.52	1,942,862.01	32.04%
Expense			
7000 · Grant & contract - pass thru	935,737.38	1,048,955.00	89.21%
7200 · Payroll	488,784.09	881,475.00	55.45%
7510 · Professional Fees	70,555.36	227,579.00	31.0%
8110 · Supplies	35,259.58	77,492.00	45.5%
8130 · Telephone and internet service	5,690.40	9,220.00	61.72%
8140 · Postage and Delivery	18,163.03	23,890.03	76.03%
8170 · Printing	16,367.69	33,450.03	48.93%
8170.1 · Maintenance	8,373.29	20,570.00	40.71%
8200 · Occupancy	12,793.14	24,187.00	52.89%
8300 · Travel	13,082.27	17,266.00	75.77%
8320 · Conferences, convention,meeting	3,564.92	13,960.00	25.54%
8520 · Insurance	0.00	9,324.00	0.0%
8529 · Dues, Fees and Publications	1,200.00	745.00	161.07%
8570 · Publicity and outreach	3,510.14	14,925.00	23.52%
8650 · Taxes & Bank Fees	5,787.58	2,700.00	214.36%
Total Expense	1,618,868.87	2,405,738.06	67.29%
Net Ordinary Income	-996,324.35	-462,876.05	215.25%
Other Income/Expense			
Other Income			
4900 · Assets released from restrictions	1,208,675.99	1,012,306.00	119.4%
5320 · Investment Income	14,398.73	8,078.00	178.25%
6700 · Realized gain on investments	5,191.87	81,458.00	6.37%
6800 · UnrealizedGain(Loss)-Investmnt	-14,730.99	94,187.00	-15.64%
6999 · Transfer In	21,882.00	44,204.00	49.5%
Total Other Income	1,235,417.60	1,240,233.00	99.61%
Other Expense			
8100 · Net Income Xfer to Temp Restrictions	0.00	573,360.00	0.0%
8590 · Annuity Distribution	6,569.06	12,888.00	50.97%
8591.1 · Investment Expenses	12,273.55	19,000.00	64.6%
8999 · Transfer Out	7,481.65	13,000.00	57.55%
Total Other Expense	26,324.26	618,248.00	4.26%
Net Other Income	1,209,093.34	621,985.00	194.39%
Net Income	212,768.99	159,108.95	133.73%

Connecticut River Conservancy.
 Financial Report - Profit & Loss Prior Period Comparison
 July 2018 through January 2019

9:48 PM
 02/21/2019
 Accrual Basis

	Jul '18 - Jan 19	Jul '17 - Jan 18	\$ Change
Ordinary Income/Expense			
Income			
4000 · Contributions			
4010 · Indiv/business contribution	42,118.94	43,718.09	-1,599.15
4015 · Major Donor Campaign	154,059.31	112,723.00	41,336.31
5825 · Project Appeal/Underwriters	24,000.00	8,350.00	15,650.00
4000 · Contributions - Other	0.00	0.00	0.00
Total 4000 · Contributions	220,178.25	164,791.09	55,387.16
4014 · Capital Campaign	46,900.00	57,000.00	-10,100.00
4080 · Management Fee Income	6,231.12	5,831.00	400.12
4200 · Grants and Contracts	294,657.75	550,474.90	-255,817.15
4400 · In-kind Contributions	0.00	437.50	-437.50
5180 · Fees	35,335.54	50,647.95	-15,312.41
5330 · Rental Income	16,825.00	15,225.00	1,600.00
5440 · Sales	2,416.86	2,189.98	226.88
Total Income	622,544.52	846,597.42	-224,052.90
Gross Profit	622,544.52	846,597.42	-224,052.90
Expense			
7000 · Grant & contract - pass thru	935,737.38	585,688.35	350,049.03
7200 · Payroll	488,784.09	419,811.26	68,972.83
7510 · Professional Fees	70,555.36	13,351.45	57,203.91
7600 · Admin/Indirect Cost	65,079.35	101,406.31	-36,326.96
8110 · Supplies	35,259.58	47,874.69	-12,615.11
8130 · Telephone and internet service	5,690.40	4,808.38	882.02
8140 · Postage and Delivery	18,163.03	13,054.26	5,108.77
8170 · Printing	16,367.69	16,201.84	165.85
8170.1 · Maintenance	8,373.29	11,983.78	-3,610.49
8200 · Occupancy	12,793.14	14,536.83	-1,743.69
8300 · Travel	13,082.27	17,820.87	-4,738.60
8320 · Conferences, convention,meeting	3,564.92	7,595.14	-4,030.22
8520 · Insurance	0.00	4,081.05	-4,081.05
8529 · Dues, Fees and Publications	1,200.00	490.00	710.00
8570 · Publicity and outreach	3,510.14	754.79	2,755.35
8650 · Taxes & Bank Fees	5,787.58	4,198.28	1,589.30
Total Expense	1,683,948.22	1,263,657.28	420,290.94
Net Ordinary Income	-1,061,403.70	-417,059.86	-644,343.84
Other Income/Expense			
Other Income			
4700 · Admin Services (OvrHd/Indirect)	65,079.35	101,406.31	-36,326.96
4900 · Assets released from restriction	1,208,675.99	632,490.98	576,185.01
5320 · Investment Income	14,398.73	15,471.16	-1,072.43
6700 · Realized gain on investments	5,191.87	5,643.54	-451.67
6800 · UnrealizedGain(Loss)-Investmnt	-14,730.99	179,964.85	-194,695.84
6999 · Transfer In	21,882.00	21,882.00	0.00
Total Other Income	1,300,496.95	956,858.84	343,638.11
Other Expense			
8100 · Net Income Xfer to Temp Restriction	0.00	0.00	0.00
8590 · Annuity Distribution	6,569.06	6,569.06	0.00
8591.1 · Investment Expenses	12,273.55	11,806.84	466.71
8999 · Transfer Out	7,481.65	8,353.04	-871.39
Total Other Expense	26,324.26	26,728.94	-404.68
Net Other Income	1,274,172.69	930,129.90	344,042.79
Net Income	212,768.99	513,070.04	-300,301.05

Connecticut River Conservancy.
Statement of Financial Position
As of January 31, 2019

9:01 PM
02/21/2019
Accrual Basis

	Jan 31, 19	Jan 31, 18	% Change
ASSETS			
Current Assets			
Checking/Savings			
+ · GSB-Checkng (4971)	149,709.27	13,073.42	1,045.14%
1016 · GSB-Capital Fund (2479)	2,135.35	42,001.58	-94.92%
1018 · GSB-Savings (9966)	12,967.31	10,260.10	26.39%
1019 · GSB-Flexible 6 Month CD (2588)	5,904.69	53,027.00	-88.87%
1030 · Other cash	520.51	295.50	76.15%
Total Checking/Savings	171,237.13	118,657.60	44.31%
Accounts Receivable			
1110 · Accounts Receivable	0.00	1,825.00	-100.0%
1111 · Pledges Receivable	98,450.11	0.00	100.0%
1113 · Grants Receivable 2	832,903.02	980,777.19	-15.08%
Total Accounts Receivable	931,353.13	982,602.19	-5.22%
Other Current Assets			
1455 · LaRosa Lab Credits	19,840.00	17,872.00	11.01%
1299 · Undeposited Funds	7,631.40	-351.00	2,274.19%
1410 · Inventory	10,814.71	8,736.95	23.78%
1450 · Prepaid Parking	1,220.00	1,220.00	0.0%
1452 · Prepaid Insurance	5,244.00	2,895.26	81.12%
Total Other Current Assets	44,750.11	30,373.21	47.33%
Total Current Assets	1,147,340.37	1,131,633.00	1.39%
Fixed Assets			
1510 · Other Long-Term Assets			
1515.2 · Endowment Acct	149,690.53	149,979.85	-0.19%
1519.7 · The Mary S Shaub Fund	1,115,750.97	1,159,299.89	-3.76%
1519.2 · Loan to CRWC from Shuab Fund	0.00	145,936.89	-100.0%
1521 · Spaulding Pond Stewardship Fund	251,751.84	254,681.77	-1.15%
1520 · TrustCo of VT AnnuityInvestment	140,023.80	163,255.59	-14.23%
Total 1510 · Other Long-Term Assets	1,657,217.14	1,873,153.99	-11.53%
1620 · Plant, Property and Equipment	520,315.98	492,714.98	5.6%
Total Fixed Assets	2,177,533.12	2,365,868.97	-7.96%
TOTAL ASSETS	3,324,873.49	3,497,501.97	-4.94%
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2010 · Accounts payable	402,587.03	41,271.07	875.47%
Total Accounts Payable	402,587.03	41,271.07	875.47%
Credit Cards			
	694.26	3,157.32	-78.01%
Other Current Liabilities			
2100 · Accrued Expenses	-2,812.16	1,274.55	-320.64%
2150 · Accrued Services Payable	939.92	716.88	31.11%
2200 · Other Accrued Expenses	37,447.00	37,447.00	0.0%
2300 · Rental Units - Security Deposit	0.00	575.00	-100.0%
2920 · Fiscal Sponsorships	10,761.63	11,293.22	-4.71%
Total Other Current Liabilities	46,336.39	51,306.65	-9.69%
Total Current Liabilities	449,617.68	95,735.04	369.65%
Long Term Liabilities			
2600 · Debt	66,762.60	224,446.40	-70.26%
2800 · Deferred Revenue	3,075.00	2,500.00	23.0%
Total Long Term Liabilities	69,837.60	226,946.40	-69.23%
Total Liabilities	519,455.28	322,681.44	60.98%
Equity			
3000 · Unrestricted net assets	79,567.56	87,758.68	-9.33%
3050 · Unrestricted - Board Designated	-91,491.43	-91,491.43	0.0%
3100 · Temporarily restr net assets	560,809.34	1,136,994.35	-50.68%
3200 · Permanently restrict net assets	1,195,489.93	1,195,489.93	0.0%
3900 · Earnings	848,273.82	349,614.92	142.63%
Net Income	212,768.99	496,454.08	-57.14%
Total Equity	2,805,418.21	3,174,820.53	-11.64%
TOTAL LIABILITIES & EQUITY	3,324,873.49	3,497,501.97	-4.94%

Capital Budget Funding Plan

**18-19
Capital
Actual** **18 - 19
Capital
Budget**

Development Revenue

	18-19 Capital Actual	18 - 19 Capital Budget	NOTES
4000 - Operating Revenue		\$ -	Operating funds needed to pledge for identified grant opportunity for building projects
4014 - Campaign For Our Rivers - Bldg	\$ 38,500	\$ -	From lead pledge at End of FY18
6700 - Realized Gain on Investment			
4200. - Grants and Contracts	\$ 14,333	\$ 50,000	Planned value of identified grants for capital projects
5411 - Sale of Tangible Property		\$ -	No sales projected
4900 - Assets released from restrictions	\$ 45,320	\$ 75,000	Amelia Peabody Charitable Fund (FY18.20) The Beveridge Family Foundation (FY18..36) Campaign For Our Rivers Lead Pledge

Dividends, Interest & Endowments

Spaulding Pond

1521.01 Spaulding Pond Fund (2/3)	\$ -	\$ 200,000	Amount available to be released for dam reconstruction that leaves a balance for ongoing stewardship
1521.02 Land Acquisition Fund (1/3)	\$ -	\$ -	
Total Funds	\$ 98,153	\$ 325,000	

Capital Projects

Facilities

Costs

NOTES

		\$ -	Information Technology Improvement (New Server & Client Licenses: \$5,000)
	\$ 48,500	\$ 217,627	Energy efficiency, new roof, solar system
	\$ -	\$ 200,000	Spaulding Pond Dam
1630 - Property Improvements	\$ 48,500	\$ 417,627	

Debt Reduction

	\$ -	\$ -
	\$ -	\$ -

Special Funds

Strategic Initiatives
Opportunity Funds

	\$ -
--	------

Total Cost \$ 48,500 \$ 417,627

Balance \$ 49,653 \$ (92,627)

Change in Operating Reserve \$ 49,653 \$ (92,627)

Projected Change in Operating Reserve \$ (42,974)

Connecticut River Conservancy Financial Report - Performance Metrics July 2018 through January 2019

INTERIM GOAL	FINAL GOAL (FY)	CURRENT STATUS	Prior Report 08/31/2018	Change	% of Final Goal
New grants awarded in FY 18	\$ 1,323,200	\$ 334,108	\$ 241,833	\$ 92,275	25%
Salary raised from new grants in FY 18	\$ 175,619	\$ 95,855	\$ 80,708	\$ 15,147	55%
Percentage of program payroll funded by grants	85%	63.48%	62.58%	1%	75%
Total amount of indirect expensed YTD	\$ 172,591	\$ 65,079	\$ 52,672	\$ 12,407	38%
Cash reserve (Unrestricted endowment)	\$ 204,046	\$ 149,691	\$ 149,969	\$ (278)	73%
Borrowed against Temporarily Restricted-Cash	\$ -	\$ 59,522	\$ -	\$ 59,522	

Connecticut River Conservancy
 Financial Report: - Endowment Report
 As of January 31, 2019

	01/31/2019	11/30/2018	\$ Change	% Change
ASSETS				
Fixed Assets				
1510 · Other Long-Term Assets				
1515.2 · Endowment Acct	149,691	149,969	-279	-0.19%
1519.7 · The Mary S Shaub Fund	1,115,751	1,118,846	-3,095	-0.28%
1521 · Spaulding Pond Fund	251,752	251,960	-208	-0.08%
Spaulding Pond Fund	108,099	109,052	-953	-0.87%
Land Acquisition Fund	143,652	142,908	744	0.52%
1019.01 Spaulding Pond Cash	174,984	176,764	-1,780	-1.01%
Spaulding Pond Fund	174,984	176,764	-1,780	-1.01%
Land Acquisition Fund	0	0	0	0.0%
UBS Portfolio (Shaub & Spaulding)	1,521	1,875	-354	-18.89%
1520 · TrustCo of VT AnnuityInvestment	140,024	163,995	-23,971	-14.62%

	Target vs Actual Distribution Comparison							
	Equity		Fixed		Cash		Other	
	Target	Actual	Target	Actual	Target	Actual	Target	Actual
1515.2 · Endowment Acct	50% - 70%	50.73%	30% - 50%	32.82%	5% - 20%	15.72%	0.00%	0.72%
1519.7 · The Mary S Shaub Fund	50% - 70%	64.25%	30% - 50%	33.78%	5% - 20%	1.18%	0.00%	0.79%
1521 · Spaulding Pond Fund	50% - 70%	59.57%	30% - 50%	31.47%	5% - 20%	8.19%	0.00%	0.77%
1520 · TrustCo of VT AnnuityInvestment		67.95%		30.99%		1.06%		0.00%

CONNECTICUT RIVER CONSERVANCY GIVING REPORT

February 22, 2019

Please note: These numbers are approximate, as additional gifts are processed on an ongoing basis.

CRC Donations Fiscal Year to Date

		Total FYTD Received	Campaign Pledges for this FY	Total Pledged to Campaign (inc received)	Total FY Goals	Remaining
4010 - Membership		\$ 35,489				
4010 - Membership-New		\$ 7,138				
	Membership	\$ 42,627			\$ 80,500	\$ 37,873
4015 - Major Donor		\$ 104,219				
4015 - Major Donor-New		\$ 19,340				
	Major Donors	\$ 123,559			\$ 170,000	\$ 46,441
4014 - Capital Campaign	Capital Campaign	\$ 60,233	\$ 130,733	\$ 546,700	\$ 200,000	\$ 69,267
Totals		\$ 226,419			\$ 450,500	\$ 153,581

	Total FYTD Received	Total FY Goal	Remaining
Trustee Annual Giving (includes honorary)	\$ 11,065	\$ 25,000	\$ 13,935

Membership Growth: 149 new members FYTD

Connecticut River Conservancy Strategic Plan Monitoring Management Review March 1, 2019

Strategy

S = Staff Review B= Board Review

Leadership

- L-1: Develop Expertise Reputation
- L-2: Advocate for enviromental goals
- L-3: Rebrand organization & logo
- L-4: New partnerships & affiliations
- L-5: Research recreational facilities management

2017 Q3 2017 Q4 2018 Q1 2018 Q2 2018 Q3 2018 Q4

S	Green					
S	Green					
S	C	C	C	C	C	
S	Green	C	C	C	C	
S	Red			Yellow		

Environmental Health

- EH-1: Dam removal & passage clearance annual goals
- EH-2: Expand citizen science programs
100 Volunteers
- EH-3: Source to Sea Expansion
- EH-4: Engage & comment on permits & lisences

S	Green					
S	Green					
S	Yellow					Green
S	Yellow				Green	
S	Green					

Accessibility & Engagement

- AE-1: Create new events
- AE-2: Offer new recreational events
- AE-3: Expand social media reach
- AE-4: Enhance video capacity
- AE-5: Increased public exposure using PR

S	Green	Yellow			Green	Green
S	Red			Yellow		
S	Yellow			Green		
S	Green		Yellow			
S	Green					

Green: On track **Yellow:** In process **Red:** Not done; off track **Blank:** Not Due Yet **C:** Complete

Connecticut River Conservancy Strategic Plan Monitoring Management Review March 1, 2019

Organizational Resources

OR-1: Implement single organization-wide database	S	
OR-2: Increases revenue categories	S	
Goal: 50% of total revenues	S	
OR-3: Expand organizational capacity	S	
OR-4: Monitor new payment systems	S	
OR-5: Increase grant revs to 85% goal	S	
By end of 2018	S	
OR-6: Build and maintain cash reserve goal	S	
By end of 2020	S	
OR-7: Divest land & easements	S	
OR-8: Achieve goal of 5,000 members;	S	
Annual increase of 250	S	
OR-9: Increase revenue; increase endowment to \$5M	S	
OR-10: Expand CRC capabilities	S	

Governance & Administration

GA-1: Implement 5 Year Staffing Plan	S	
GA-2: Staff compensation & tools goals	S	
GA-3: Best practices for finance & admin	S	
GA-4: Maintain facilities	S	
GA-5: Best practices of Board operations	B	
GA-6: Develop Board recruitment strategy	B	

5 Year Staffing Strategy

S-1: Improve the salary and benefits	S	
S-2: Continue reliance on contract staff	S	

Green: On track **Yellow:** In process **Red:** Not done; off track **Blank:** Not Due Yet **C:** Complete

Connecticut River Conservancy Strategic Plan Monitoring Management Review March 1, 2019

S-3: Enhance the use of paid interns	S	[Red]		[Yellow]		
S-4: Continue Senior Aide program	S	[Red]		C	C	
S-5: Hire events, monitoring, citizen science coordinator	S	[Green]	[Yellow]			
S-6: Hire a full time restoration manager	S	[Red]			[Yellow]	
S-7: Expand development staff	S	[Yellow]			C	C
S-8: Engage contract staff for endowment campaign	S	[Red]	[Green]			
S-9: Hire a part time accounting clerk	S	[Green]	C	C	C	C
S-10: Expand Finance Manager position to full time	S	[Red]	C	C	C	C

Green: On track **Yellow:** In process **Red:** Not done; off track **Blank:** Not Due Yet **C:** Complete



LAND CONSERVATION PROGRAM REPORT DECEMBER 2018 – MARCH 2019

As of December 2018, CRC owns or holds conservation easements on 3,313 acres in the watershed.

	<u>Properties</u>	<u>Owned (acres)</u>	<u>Easement (acres)</u>	<u>Total (acres)</u>
New Hampshire	13	0	637	637
Vermont	2	0	48.5	48.5
Massachusetts	8	10	191.5	202
Connecticut	7	984	1429.3	2411.3

ACTION ITEMS FOR BOARD MEETING:

None.

Site visits / stewardship inspections

None.

Completed transfers / sales

None.

Current issues / updates / concerns / violations

Spaulding Pond, Norfolk, CT: Several trap lines continue to be out for the sale of this property with the most likely one being combining several philanthropic gifts to fund the acquisition price from individuals and other conservation organizations interested in using the property for research and study. The property would be held by a local land trust with access agreements negotiated with the organizations supporting the acquisition price.

Easement transfer project – Jane’s Trust funding: Since December Andy has continued to work on these easement transfers with particular focus on easements in Strafford, VT and Lyme, NH. The Strafford easement transfer to VT River Conservancy now includes a buffer enhancement project that we are implementing. I expect we will be able to transfer this easement some time in mid -2019 following extensive negotiations with the landowner.

The Lyme NH easement transfers have precipitated much work to queue up the transfer to other interested organizations including the Upper Valley Land Trust (UVLT). Because 7 of our 9 easements in Lyme have the town as a contingent (or backup) easement holder, NH law requires they review and approve any changes to an easement. UVLT recommended, and we concurred, that the Town in any transfer should consider eliminating their contingent interest to simplify easement stewardship for the Town and eliminate their potential liability. Eliminating this interest requires a vote of town meeting, so I worked closely with the select board and conservation commission to get a warrant article approved for town meeting which is scheduled for March 12th. Following this vote – which seems likely to handily pass – I will then get to detailed discussions with UVLT on which easements they are interested in assuming. Work on the easement transfers (3) with SPNHF is moving slowly but steadily along. When snow melts we will begin working on the specifics of transferring an easement in Charlestown, NH where they are the backup easement holder.