

**Blue Hill Heritage Trust
Board of Directors Meeting**

Monday August 8, 2022 – 5:15-7:15 pm

Blue Hill Public Library Howard Room

<https://us02web.zoom.us/j/86047159979?pwd=d280TW5OcUg3L3FKZ1R2U2V5cTVBZz09>

**“To lead in conserving land, water, and wildlife habitat on the greater Blue Hill Peninsula.
To teach and practice a stewardship ethic. To promote ecological, economic, and
community health for this and future generations.”**

AGENDA

Meeting Action Items

1. Personnel Policy and Handbook Update
2. Board Manual Update

- A. Call to Order – Opening Comments. (5 minutes)
- B. Approval of BOD minutes of June 13, 2022 (Pages 9-10). (5 minutes)
- C. Discussions (Pages 3-8, Executive Director). (60 minutes)
 - a. Conservation Through Use: Three Land Trust Comparison
 - b. Staff Restructuring
 - c. Office Addition Proposal
- D. Finances (Pages 11-19). (10 minutes)
 - a. Togus Funding Review and Messaging
- E. Governance (Page 20-23) (15 mins)
 - a. Performance Review Guidelines – **Action**
 - b. Membership Policy Retirement – **Action**
- F. Consent Agenda Q&A – Minutes and Reports (Pages 24). (10 minutes)
- G. Executive Session – Compensation
- H. Adjournment

Next Committee Meetings (As scheduled. Subject to change by committee chairs)

- Development – TBD, 2022 – 9:00 am.
- Executive – September 9, 2022 – 9:00 am.
- Finance – July 14, 2022 – 9:15 am.
- Lands – September 15, 2022 – 5:15 pm.
- Governance – September 29, 2022 – 9:15 am.
- Strategic Initiatives – August 16 & September 20, 2022 – 5 pm.

Next Board Meeting: Monday, August 8, 2022, at 5:15 pm.

We are having a good and productive summer at the Trust, with the three interns and Andrew adding much-needed capacity toward getting ahead on projects. Though things will be tailing off in the next two weeks – Apple leaves on the 5th, and Emily and Haley on the 11th – we have benefitted from intern energy and productivity this summer. We have also delivered another full-spectrum experience for the next generation of conservationist, all of which feels very good. Andrew will be continuing with trail work, both for the Trust and for PCE into the fall and will do some contract work monitoring easements for George at the end of the year. He was a great intern two years ago and he is proving himself to be a valuable member of the team in many ways. I will be discussing 2023 staffing below and Andrew will play a role in my proposed planning.

In land projects, we closed on the Edgehill shoreline property, in Sargentville, in mid-July, and will be opening that up to the public in the coming months. That leaves the easement around the Mill Pond to complete, and we are in negotiations with the neighbors who own the land under the pond. If you recall, it was the divided ownership – Edgehill owning the land around the pond and Marstons owning under the pond – which slowed this part of the project. George and I both feel optimistic about the eventual success of this, but while one family owner is the executive director of a land trust in Massachusetts and is very much in favor of protection, the other family owner is neither of those things. It may take a year or more to have the needed conversations. Our option with the Edgehill family goes into 2024, so the Mill Pond will be an ongoing project, with George having an initial meeting later in August.

In other back-burner news, I finally got a recommitment from Bill Brown on the Blueberry Commons project in Sedgwick. Many of you don't know the history of this one, as it has been ongoing for four years now. The basics are these. Blueberry Commons is a “paper subdivision” with land that goes down to First Pond, in Sedgwick, across the water from the Allen Duck Marsh project parcel. It was a proposed gift in 2018 from Bill Brown, the donor of Snow's Cove, which was also a former approved subdivision on paper. At the time, we estimated stewardship funding on the land at \$85,000, and we asked Bill to consider donating toward that amount. When he demurred, we paused acceptance until stewardship money could be identified, which did not happen until the summer of 2020.

By that point Bill was not sure he wanted to go through with the gift. We approved the project at the October 2020 board meeting, in hopes that he could be convinced, and I've spent the last couple of years trying to get him to engage and recommit. He did this two weeks ago and we've put him in touch with an appraiser. I very much hope we can get this done by yearend, so that we can put it in the books. Honestly, I have regretted that decision to pause back in 2018, and have worried that we had lost an important opportunity.

This property will likely reopen a conversation that we started four years ago and which, if anything, is more pertinent today than back then. The part of this property going down onto First Pond is of high conservation value and will be a good compliment to Duck Marsh and the whole First Pond Focus Area. There are, however, six or seven surveyed lots in the subdivision, those up nearer the Sedgwick Ridge Rd., which are probably appropriate for housing development. The conversation we started, back in 2018, was what role BHHT might play in addressing the need for more affordable housing on the peninsula using appropriate land that comes our way? Even four years ago there was a serious issue with entry level housing here on the peninsula, and this has gotten far worse with the pandemic.

I believe that BHHT could meet part of its mission to promote economic and community health by engaging with this issue on appropriate land. That's a large strategic discussion, however, and on e

that could be part of a broader conversation concerning “appropriate and needed development.” This discussion meshes with the topic of conservation through use on the agenda. More on that below as well.

On the business front, Trust finances continue to be strong. As you will see from the presentation below, the budget is tracking as planned and the portfolio has rebounded a bit. Because of closing on Edgehill, we have a little less money in the bank, but overall, we have about \$1.1 million in Camden National of which \$220,000 is unrestricted for daily operations. We are expecting the new Caterpillar Hill trail and the new stewardship barn to begin construction in September, and so will begin spending another portion of those restricted funds to meet the budget. Income is steady and slightly above where it was this time last year.

After our conversation about Wallamatogus funding at the last meeting, I created an income and expense document, presented at the end of the financial section. As you will see, I under-reported the income side of things back in June. We have in fact raised \$1,562,000 for this project, rather than \$1.3 million. This has allowed me to bolster the stewardship fund from \$250K to \$400K, but still we have a sizable surplus. I would like to put that surplus toward other land protection on the mountain, but whether it goes there or somewhere else, we really cannot ask people to donate more to this effort.

Allowing the community to participate is important, however, and we have come up with a way for that to happen as part of the USFS grant. The Community Forest funding requires that we set up an advisory panel to work with the Trust on community engagement on the property, and we are going to invite people to give to a fund for this committee to use. The fund will be for community program and outreach on the property, which might take the form of signage or maybe school programming. We would expect that small community donations to add up to \$5,000-\$10,000 which will make a nice resource for the committee and allow people to feel that they have participated in this community effort. We should message around this fund when asked about Togos.

I believe the rest of the financial presentation is straightforward, and we can answer any questions at the meeting on Monday.

There are two governance action items on the agenda for this meeting, the first a response to a suggestion at the June board meeting, the other a policy change acknowledging organizational change. First, the Governance Committee has rewritten the section of the Employee Handbook dealing with annual performance reviews. This has been done to clarify the written component of the review process. This will apply to all performance reviews within the organization going forward.

The second governance item is the committee’s recommendation to eliminate the Membership Policy. When the Trust reorganized itself, in 2011, the Board of Directors took on the responsibility of choosing trustees itself, and BHHT ceased to be a member-governed organization. Prior to this new board members were chosen by the membership at the annual member meeting. We carried on with holding an annual meeting after this change, but it ceased to be an actual business meeting. Though we kept some of the trappings of the older meeting process, what we called the annual meeting was a social gathering and an outreach event. This carried on until 2020 when we ceased to have anything at all. This year we will hold a gathering on the mountain, but it will be open to the public like all our programming, and we will not go back to the format of a member meeting.

Because of the governance change, and because all our programs and properties are open to the public, membership has ceased to be a meaningful category for us. We have donors, and we hope that those who participate in our programs or hike our trails will give, but there is no requirement

and there are no special benefits or privileges that come with giving to BHHT. Because we don't have membership in our organization, there does not need to be a membership policy on the books any longer. We have good policies around the rights of donors and our responsibilities to them, which will be reviewed as part of the ongoing process. This one should be taken off the books.

In the area of conservation planning, Rbouvier Consulting will deliver their final report by the middle of August. This analysis will have three main focuses. The first is to quantify, where possible, the anecdotal changes we saw on the peninsula during the pandemic. This is most specifically the movement of people to a place they deemed safer in times of upheaval. The preliminary results I saw a couple of weeks ago show some very interesting patterns of movement to the peninsula during the first part of the pandemic and then an outgoing movement later. This movement is most interesting in relation to the second focus of the report which is an investigation of the national features of climate migration from one part of the country to another. This is specifically focused on placing Maine in that national context. Again, there is anecdotal evidence of people moving to the peninsula for climate-related reasons already, and this is meant to give some shape to that perception. The final part of the report will be a framework for thinking about carrying capacity here on the Blue Hill peninsula. This will be in part a look at resource carrying capacity, things like drinking water and wildlife habitat, but will also look at economic and social carrying capacity. These latter categories are not easily quantifiable, but they are crucial to understanding, when we think about protecting the character of this peninsula. There is more below on why I see the rural character as important to conservation, beyond the concept of heritage in our name.

This report will give us tools for thinking about change in those contexts and will help inform the completion of the conservation plan this year, which will build off the thematic conservation focus areas concept laid out in the document circulated last December. There too a picture of ecological, economic, and community themes in our conservation were a feature. The report will give us more data to work with in thinking about our conservation work in relation to engagement as well as land acquisition.

Our focus on ecological protection, like biodiversity, connectivity, and resilience, continues, through wetland and riparian habitat protection and good forest management. It happens too through climate change advocacy and action, like the carbon sequestration project we are investigating. In things like carbon sequestration and forest management, ecological matters overlap with economic matters, in our conservation through use. We have long worked to conserve productive farmlands and more recently working forestland. Conservation might also engage with economics in defining best use of low value land in things like solar development which will benefit community and ecology, and these are another kind of land management decision. Community and community health are the last large thematic focus. We think of this in terms of outreach - nature-based education, experiential learning, recreation - but this engagement touches on topics like land use planning - smart growth - and collaboration with towns, tribal community, and other NGOs on conservation matters.

These are all extensions of things we have been engaging in more and more over the last few years, and I believe we have all been comfortable with this growth. We have talked about this in terms of "conservation through use," and this is one of the discussion topics on the agenda. I will start things out on Monday by comparing BHHT land management to a couple of other land trusts in the state, but this is meant as a primer for the larger conversation. That conversation is around conservation through use, meaning land management and the decision-making process at the strategic level. This includes the strategic decision to not manage some properties and let natural processes alone

guide the way the land changes. This is a strategic decision we made with part of Surry Forest when we designated the southeast 600 acres as a non-management zone.

Conservation through use, thinking about our management of our lands, gets at part of what we have been doing, but not all, and this is worthy of discussion too. “Conservation through use and engagement” might define the conservation space in which we work better. I liked what Hannah wrote the other morning about thinking in terms of a “whole place,” so let me play off that idea here briefly in relation to how we think about conserving land. Here is a way of conceptualizing our work if we think of the peninsula as a whole place, knowing that we will not have direct management of most of it.

In her 2009 Focus Area report, Janet McMahan raised a question which is particularly relevant to this discussion. She asked, would “Blue Hill Heritage Trust achieve its mission if it protects most of the land contained in the focus areas identified in this study?” The focus areas combined represent about 14% of peninsula acreage, and she thought that, if the remaining 86% of land were developed intensively, the answer to that question would be no.

If, however, the focus areas remained surrounded by what she called “*a relatively intact rural landscape*,” which she thought a safe assumption for at least the next decade, the focus areas would suffice. They would provide a cross-section of key habitats to protect biodiversity, they would protect important scenic areas, agricultural and forest lands, and water resources. Ultimately, however, McMahan concluded that, successful conservation of the focus areas “*will depend on effective conservation of the surrounding land through careful land use planning.*”

McMahan predicated her definition of conservation success on land use planning outside of conserved land, and she presumed that municipalities and communities would act through statute to shape land use around Trust holdings. This has not happened. There has been little land use planning anywhere on the peninsula, and no statutory action. BHHT is now more than a decade out from McMahan’s report, and it has more than doubled its holdings: 11,867 acres in 2021. This represents roughly 5.5% of the land base in our seven towns. Other entities (MCHT and the state largely) have conserved roughly another 2.5%-3% of that land base. Together, we have protected 14% of the peninsula, and have moved the conservation needle in significant other ways. Yet, within the existing regulatory framework, land remains as vulnerable to development pressure as it was in 2009, and development pressures have increased and will continue to increase.

The only action to meet conservation ends on land beyond the limits of our holdings has been BHHT community engagement, which is why I think it is so central to conservation success. Since 2017, we have increasingly used programming to shape land use on the peninsula, and staff have been increasingly involved in land use planning issues. This has been in addition to the conservation through use we have practiced on our own land.

When McMahan asked her question about fulfilling mission, BHHT’s stated purpose was “to conserve in perpetuity land and water resources that support the long-term health and well-being of the natural and human communities on the Blue Hill Peninsula.” To do that we were focused on transactional conservation – owning land and holding easements – with some focus on trails.

We changed our mission, in 2018, both to acknowledge the growing importance of outreach and to continue to expand public understanding of conservation. Our stated purpose now is “to lead in conserving land, water, and wildlife habitat on the greater Blue Hill Peninsula; to teach and practice a stewardship ethic; to promote ecological, economic, and community health for this and future generations,” and this gives us a much larger role in our communities. This is primarily in the ways

that those communities engage with the rural landscape surrounding our conservation lands, those lands McMahon identified as necessary to our success. Owning and holding easements are no longer the entirety of our conservation work, so while focus areas are still important, conservation is a broader effort now intertwined with the greater rural landscape and our management of land.

This is happening because of our own initiative, but it is being driven too by the public. There are now comprehensive planning efforts in all the towns in our service area, and the more fully developed of them have strong support for conservation. This is very positive, though municipal support in these plans is largely articulated as support for BHHT and other private conservation work, not as the need for town ordinances to conserve the rural landscape. This can legitimately be seen as a sign of our success in engaging with our communities, but it also means that protecting land surrounded by the “relatively intact rural landscape,” means engaging with conservation on that broader landscape. There may be an aspect of self-fulfilling prophecy in this too, but for whatever reason, community engagement is not conservation adjacent now, but is “conservation through engagement” just as forest management is “conservation through use.”

The growth in our work over the last few years has meant growth in staffing and an increase in organizational complexity. We are moving toward another phase in that development, and I would like to have a discussion around some proposed changes I would like to implement in January 2023. These are being driven by a few dynamics, all of which I have discussed with staff for their input. What follows is the result of those conversations.

First, Landere is having great success engaging with peninsula schools with her Forest Days program and teacher training around immersive outdoor education and emergent curriculum. She could spend all her time on schools and teachers to the benefit of both the Trust and conservation/environmental education in our schools. I would like to change her job title to Education Coordinator and let her focus this, and it would include her work in schools, and on her programs that attract a lot of homeschoolers, like Wild Suncatchers.

This leaves the community programming and communications part of the current Outreach Coordinator’s position unattended. Beth has already taken over a good deal of the communications work for the Trust and is interested in taking on all of it. She has the talent and interest to do this, and she feels she has the capacity. This would change her job title to Administrative and Communications Coordinator.

What makes it possible to think about these changes in 2023 is Andrew. He has been doing trail work for us this summer and has been organizing volunteers and helping with the intern program. He has been doing an exceptional job at all of this, as well as working one day a week for the Bangor Land Trust doing administrative work – database, bookkeeping, etc. He has experience doing outreach work as well, both with us as an intern and in other places, and he has interest in doing work for us on community programming. Ultimately, we need another full-time position to work with George and Sandy, and I see this as Andrew’s natural place, if he chooses to stay with us. We will also need a full-time Community Coordinator, and we can probably get to both those ends by 2025. In the meantime, Andrew is likely interested in helping fill the gap for a couple of years, which would of course mean a reduction in non-school programming, but this I think is acceptable. I don’t have a job title for this position yet, other than Utility Infielder.

As part of these changes, going back to what I wrote above about engagement as well, I have also talked to George and Chrissy about changing his title to Director of Land Conservation and her title to Director of Development and Community Engagement. They would both be co-associate directors under this plan and would have responsibility for those two arms of the Trust, working directly with me on both. This would acknowledge the work much of which they are both in fact doing already to a great extent, and begin to establish the hierarchy needed in the organization for the growth that we all see coming. All this I would like to discuss on Monday.

Finally, I will show you all some drawings of the addition I would like to add to our current offices. With the crews running broadband cable all over the peninsula, it looks like we will have the highspeed internet we have been in desperate need of since 2020, when the pandemic changed the internet landscape for us. The practical matter at hand is to add a conference room and one more office. The aesthetic matter is to do so in a way that keeps the spirit of Bob and Lucia alive. With Bob's "hand-waving" advice, I think I've met both ends.

There is a lot to digest here and I look forward to lively discussion on Monday. I'm happy to answer any questions in the meantime as well.

Respectfully,

Hans

B

Blue Hill Heritage Trust Board Meeting

June 13th, 2022, Blue Hill Public Library

Present: Hannah Webber, Marcia McKeague, Samantha Haskell, Norm Alt, George Hurvitt, Randy Curtis, Sarah King, Charlie Baldwin, Peter Clapp, Kate Tomkins from 6:15 onward, Brooke Parish until 6:30; Absent: Mary Barnes, Brendon Reay; Staff: Hans Carlson, George Fields, Chrissy Allen, Beth Dickens; Guests: Hayley Gibbs, Apple Leiser, Emily O'Brien

The meeting was called to order at 5:20pm.

Opening Comments:

-Hannah thanked the staff for their hard work on Wallamatogus, and celebrated the recent news of \$400,000 from Land for Maine's Future for the project.

-Important dates for summer donor events were noted; July 9th at the Clements' residence in Blue Hill and August 27th at Dan Nygaard's & Leslie Anderson's farm in Sedgwick. The Board is asked to use these opportunities to engage Heritage Society members about their involvement with the organization, discuss the importance of organizational capacity, and bring staff into important conversations when appropriate. Talking points will be distributed for reference and on June 28th Board members will have an opportunity to review/discuss/practice with Staff at the office.

-This year's summer interns were introduced; Hayley Gibbs, Apple Leiser, and Emily O'Brien are here assisting staff for the season. The cheerful trio of college students all have connections to the peninsula and interest in environmental studies.

-The minutes of the April 11th Board meeting were approved unanimously.

Governance:

-An updated version of the Personnel Policy was presented for discussion and approval. Changes included a new firearms policy and language edits to reflect current technology and office culture.

The Board voted unanimously to approve the presented document. The group also requested that the Governance Committee discuss and draft specific language on the documentation of staff performance reviews, as well as responsibility for personal protective equipment, and return to the Board for approval of these additions.

-An updated version of the Board Skills Matrix was presented. Board members are asked to complete it and send it back to Sarah King for review by the Governance Committee. Additional guidance on the directions were requested and will be sent via email shortly.

Discussion:

Hans opened a discussion on the success of the Wallamatogus project and what it represents for the organization. \$1.3M was raised over the course of the year (\$275K from individual donors, \$350K from private foundations, and \$729K from government grants) and Hans expressed his view that this illustrates an external perception of BHHT as a sound investment to funders. With this campaign in particular, money came in from a broader reach, beyond those directly familiar with the organization or the parcel, and reflects support for the work and vision of BHHT as a whole. Our relationship with Maine Coast Heritage Trust (MCHT) has also developed, casting us more as partners and neighboring organizations than in a hierarchy, with them contributing \$100K to the project. A local fundraising campaign is still being planned, and the official announcement of the completion of the project is in the works.

Chrissy introduced an inspirational video originally commissioned from local filmmaker Chek Wingo as a fundraising tool for the project. He and his partner Ruby Treyball offered a moving voiceover to the supplied text, talking about the importance of, and their appreciation for, the work of BHHT, and the film will now be used as a development tool for conservation fundraising in general. Their contribution reflects a growing awareness of the importance and context of conservation work.

Hans and Chrissy further explained that we should emphasize individual donor support within the context of funding organizational capacity, and that “capacity makes conservation possible.” Support from our donor base can position us to move quickly on opportunities and fund ongoing stewardship responsibilities as well.

Finance:

Hans and Marcia reported that the operating and project finances remain strong, despite the volatility in the markets and our investment accounts. Account balances stood with Schwab at \$3,945K and Camden at \$1,218,033, with \$258,662 available for operations around the time of the meeting. Roughly \$300K of the remainder is restricted for Wallamatogus and Edgehill. Another \$500K still remains in the Camden account for various capital expenditures in 2022. Although we had a negative return for the quarter, we’ve been up over 10 points since beginning our relationship with Bangor Savings Bank. Our new advisor there is now in place.

Consent Agenda:

Questions arose around the leases with American Tower (the servicers of the cell tower) and Bill Giordano (of Howell Farm). All lease documents are still in process.

It was noted that the Development Committee is recruiting new members, looking for representation particularly from Brooklin or Castine community members, or any board members. Board members are also asked to utilize Little Green Light for updates on any and all donor correspondence so staff can stay up to date.

Executive Session:

Staff members were thanked for their hard work and excused at 6:45, and the meeting went into Executive Session. The ongoing work of organizational coach Marcie Schorr Hirsch was discussed.

The meeting adjourned at 7:20.

D

Minutes of the Finance Committee Meeting July 14, 2022

Directors & Committee Members Present:

on Zoom: Marcia McKeague, Hannah Webber, Brooke Parish (after meeting started), George Hurvitt, Jim Kannry, Tom Richardson

Guests: Michael LeBel and Rebekah Bridges, Bangor Savings Bank

Directors & Committee Members Absent: Brendan Reay, Larry Flood, Terry Moulton

Staff Present: Hans Carlson, Chrissy Allen

The meeting convened at 9:15 am.

1. New Finance Committee Board Member, George Hurvitt was welcomed and presented a brief background.
2. New Financial Advisor with BSB, Michael LeBel was welcomed and presented a brief background. He has been with BSB for roughly 2 years and has previously worked for Fidelity and Mercer Research. Notably he conducted research on ESG at Mercer and will follow up with more discussion about that at the next meeting.
3. Minutes from the April meeting were not approved due to lack of quorum at the beginning of the meeting.
4. Michael provided a quarterly review of markets. Returns on equities have been negative in all categories, with this being the worse 6 months in 40 years. Energy was the only positive sector. Bond markets suffered in Q2 also, with historic underperformance. Interest rates are expected to rise with additional Fed hikes expected. Also, an increase in 'on-shore' manufacturing will result in higher inflation.
5. Michael reviewed the performance of BHHT's investment portfolio next. Asset allocations are very close to plan, with no near term plans to make allocation changes. The reason for this is that with high inflation expected, equities are a better place to be than bonds. So the plan is to stick with what he described as our well constructed portfolio and look to lengthen duration on bonds. Total fund NET of fee return for Q2 2022 was -15.13%.
6. Hans provided a few highlights related to the Trust's financials. Donations have been stronger earlier in the year than expected. Expenses have been very close to budget. Edgehill closed just after the end date of the statements presented which resulted in a \$200,000 expense. Hans noted the 'fiscal sponsorships' that BHHT is engaged in also, which will be tracked separately but will show up on the financials as money comes in and goes out.

It was noted that with inflation being strong, we need to consider building that into the 2023 budget.

The meeting adjourned at 10:30am.

The next meeting is planned for October 2022 at 9:15 at the Library OR on Zoom.

Submitted by Marcia McKeague, Blue Hill Heritage Trust Treasurer

Blue Hill Heritage Trust Funds Tracking - Year or Month End Balances														
Accounts	Yr End 2021	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Yr End 2022
Investment Account (Bangor Savings Bank/ Schwab)														
BHHT Investments														
xxxx-3682	4,476,561.11	4,330,775.74	4,265,467.01	4,340,221.64	4,089,225.72	4,091,871.96	3,816,595.80	4,056,042.97						
Gifting*														
xxxx146	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00						
Total Invest Accounts	4,476,561.11	4,330,775.74	4,265,467.01	4,340,221.64	4,089,225.72	4,091,871.96	3,816,595.80	4,056,042.97	0.00	0.00	0.00	0.00	0.00	0.00
Operating & Temp Restricted Accounts** (Camden Nat'l Bank)														
Checking														
xxxx319	148,885.19	49,283.58	45,036.80	26,696.41	39,002.73	45,980.35	61,108.76	44,572.19						
Money Market														
xxxx0792	1,217,442.58	1,337,519.80	1,317,591.05	1,228,666.42	1,183,738.17	1,183,806.28	1,353,876.48	1,070,728.71						
Total Op. & Temp Res Accts	1,366,327.77	1,386,803.38	1,362,627.85	1,255,362.83	1,222,740.90	1,229,786.63	1,414,985.24	1,115,300.90	0.00	0.00	0.00	0.00	0.00	0.00
Total All Accounts	5,842,888.88	5,717,579.12	5,628,094.86	5,595,584.47	5,311,966.62	5,321,658.59	5,231,581.04	5,171,343.87	0.00	0.00	0.00	0.00	0.00	0.00
*stock gifts to be received here, then transferred to Camden account														
** Contains some restricted funds for upcoming projects.														
Current Year Notable Items:														
Jan Investments dropped \$146K from year end due to bond fund performance														
Feb Investments dropped \$65K at month end, war in Ukraine is making stock markets volatile														
Mar Investments gained \$75K, significant expenses this month: new truck, build out consult, surveying for Wall. Mtn, Duck Marsh														
Apr Investments down \$387K for the year - rough month for both stocks & bonds. Employer contributions to employee IRA's made. Brett Miller departed BSB at month end.														
May We held our own in May - no significant changes to balances from prior month. New account manager assigned to BHHT is Michael LeBel.														
Jun June was another down month for markets, payments to consulting firms, 1st pmt Bagaduce River Monitor, Edgehill, \$200K donation for Togus, \$68K donation for native language project														
Jul Investment account is up 6% from the prior month! Money came in for 2 sponsored projects funded by Maine Outdoor Heritage Fund, \$27.5K payment made for the 3 Sisters Language pro														

		2022 Budget	7/31/2022	
Expense				
<u>Contractual</u>				
Total Contractual	\$	350,750.00	\$ 175,247.00	
				50%
<u>Development</u>				
Total Development	\$	14,500.00	\$ 4,996.00	
				34%
<u>Fees & Taxes</u>				
Total Fees & Taxes	\$	6,050.00	\$ 12,416.00	2022 Budget neglected UBIT
				205%
<u>Insurance</u>				
Total Insurance	\$	19,900.00	\$ 7,863.00	
				40%
<u>Memberships</u>				
Total Memberships	\$	5,425.00	\$ 5,107.00	
				94%
<u>Occupancy</u>				
Total Occupancy	\$	24,550.00	\$ 12,322.00	
				50%
<u>Office Expenses</u>				
Total Office Expenses	\$	13,300.00	\$ 10,286.00	
				77%
<u>Outreach</u>				
Total Outreach	\$	26,350.00	\$ 21,111.00	Unbudgeted Reprint of Trail Guided
				80%
<u>Personnel</u>				
Total Personnel	\$	489,569.00	\$ 286,577.00	
				59%
<u>Printing & Publications</u>				
Total Printing & Publications	\$	5,500.00	\$ 4,480.00	
				81%
<u>Real Estate Taxes Conserved Land</u>				
Total	\$	23,000.00	\$ 1,121.00	
				5%
<u>Stewardship Expense</u>				
Total Stewardship Expense	\$	157,500.00	\$ 12,023.00	
				8%
<u>Training</u>				
Total Training	\$	6,500.00	\$ 2,709.00	
				42%
<u>Travel</u>				
Total Travel	\$	1,750.00	\$ 1,515.00	
				87%
<u>Vehicle Expense</u>				
Total Vehicle Expense	\$	4,000.00	\$ 3,400.00	
				85%
<u>Misc. Expense</u>				
Total Misc. Expense	\$	-	\$ -	
Total Operational Expense	\$	1,148,644.00	\$ 561,173.00	
				49%

1:07 PM
08/01/22
Accrual Basis

Blue Hill Heritage Trust, Inc.
Profit & Loss
January through July 2022

	Jan - Jul 22	Jan - Jul 21
Ordinary Income/Expense		
Income		
Unrestricted Income	135,660.69	115,394.99
Restricted Income		
Restricted Contributions	21,512.00	13,209.64
Grant Income		
Grants for Outreach	22,000.00	10,000.00
Grants for Stewardship	6,147.55	15,000.00
Total Grant Income	28,147.55	25,000.00
Land Purchase Income	981,550.00	235,000.00
Total Restricted Income	1,031,209.55	273,209.64
Revenues		
Lease Revenue	35,920.00	32,000.00
Merchandise Sales	2,707.00	10,048.35
Fees for Services Income	600.00	0.00
Revenues - Other	4,194.00	0.00
Total Revenues	43,421.00	42,048.35
Total Income	1,210,291.24	430,652.98
Gross Profit	1,210,291.24	430,652.98
Expense		
Contractual	175,246.58	38,660.68
Development	4,996.10	6,294.41
Fees & Taxes	12,415.80	3,056.22
Insurance	7,862.80	13,105.02
Interest Expense	3,701.74	3,256.38
Memberships	5,107.21	4,800.00
Occupancy	8,621.09	4,180.96
Office Expenses	10,286.23	7,744.17
Outreach	21,110.78	17,836.65
Personnel	286,577.08	245,380.86
Printing	4,479.74	3,551.77

1:07 PM
08/01/22
Accrual Basis

Blue Hill Heritage Trust, Inc.
Profit & Loss
January through July 2022

	Jan - Jul 22	Jan - Jul 21
Real Est Tax- Conservation L...	1,120.52	16,651.45
Stewardship Expense	12,022.74	6,073.89
Training	2,709.19	1,685.96
Travel	1,515.23	212.24
Vehicle Expense	3,400.27	1,784.17
Total Expense	561,173.10	374,274.83
Net Ordinary Income	649,118.14	56,378.15
Other Income/Expense		
Other Income		
Interest & Dividends		
Inv Acct Interest & Dividends	28,029.17	22,434.57
Interest Income - Cash Acco...	492.28	266.01
Total Interest & Dividends	28,521.45	22,700.58
Capital Gains Distributions	0.00	0.00
Realized/Unrealized Gains/Loss...	-698,340.29	342,628.03
Total Other Income	-669,818.84	365,328.61
Other Expense		
Capital Equipment Purchases	55,615.95	0.00
Investment Account Fees	9,654.19	8,827.12
Fees	18.16	0.00
Total Other Expense	65,288.30	8,827.12
Net Other Income	-735,107.14	356,501.49
Net Income	-85,989.00	412,879.64

10:47 AM
07/14/22
Accrual Basis

Blue Hill Heritage Trust, Inc.
Balance Sheet
As of June 30, 2022

	Jun 30, 22	Jun 30, 21
ASSETS		
Current Assets		
Checking/Savings		
Cash & Cash Equivalents		
CNB #3519 Operating	17,417.21	11,552.42
CNB #0792 Money Market	1,353,876.48	469,493.42
Total Cash & Cash Equivalents	1,371,293.69	481,045.84
Total Checking/Savings	1,371,293.69	481,045.84
Accounts Receivable		
Pledges Receivable	639,000.00	700,000.00
Total Accounts Receivable	639,000.00	700,000.00
Other Current Assets		
Due from C Corp	0.00	134.00
Discount Pledges Receivable	-98,067.81	-98,067.81
Prepaid Expense	3,924.97	3,924.97
Grants Receivable	1,176,500.00	561,500.00
Lease Income Receivable	8,200.00	0.00
Total Other Current Assets	1,090,557.16	467,491.16
Total Current Assets	3,100,850.85	1,648,537.00
Fixed Assets		
Knight Office Building	229,098.54	229,098.54
Howell Farmhouse	281,711.40	281,711.40
Equipment Assets	35,157.17	35,157.17
Accumulated Depreciation	-49,413.97	-39,785.19
Conservation Land.		
Conservation Land	8,862,033.13	8,627,033.13
Allowance for Impairment	-127,931.18	-127,931.18
Total Conservation Land.	8,734,101.95	8,499,101.95
Land Improvements	2,500.00	2,500.00
Ellen Best Escrow Account	200,000.00	0.00
Total Fixed Assets	9,433,155.09	9,007,783.87

10:47 AM
07/14/22
Accrual Basis

Blue Hill Heritage Trust, Inc.
Balance Sheet
As of June 30, 2022

	Jun 30, 22	Jun 30, 21
Other Assets		
C Corp Shares	335,000.00	335,000.00
Charles Schwab 3682	3,816,595.80	4,208,138.19
Total Other Assets	4,151,595.80	4,543,138.19
TOTAL ASSETS	16,685,601.74	15,199,459.06
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
*Accounts Payable	2,295.12	225.83
Total Accounts Payable	2,295.12	225.83
Credit Cards		
Credit card - ...9288	3,023.40	4,586.54
Total Credit Cards	3,023.40	4,586.54
Other Current Liabilities		
Fiscal Sponsor Projects		
DCN Trail Workshops	200.00	0.00
Three Sisters Language Proj...	28,750.00	0.00
Total Fiscal Sponsor Projects	28,950.00	0.00
Accrued Vacation	17,200.00	17,200.00
Retirement Contributions Payabl	2,175.00	0.00
Total Other Current Liabilities	48,325.00	17,200.00
Total Current Liabilities	53,643.52	22,012.37
Long Term Liabilities		
CNB Mortgage 0423	152,463.78	158,062.21
Total Long Term Liabilities	152,463.78	158,062.21
Total Liabilities	206,107.30	180,074.58
Equity		
Net Invested Property & Equip	508,681.92	508,681.92

10:47 AM
07/14/22
Accrual Basis

Blue Hill Heritage Trust, Inc.
Balance Sheet
As of June 30, 2022

	Jun 30, 22	Jun 30, 21
Unrestricted		
Designated for Stewardship	1,404,216.02	654,216.02
Designated for Operations	623,739.03	623,739.03
Designated CE Defense	160,340.98	160,340.98
Designated for Land Protection	365,202.00	0.00
Designated Conservation Land	4,210,226.10	4,100,226.10
Unrestricted - Other	-3,671,312.91	-1,264,881.59
Total Unrestricted	3,092,411.22	4,273,640.54
Temporarily Restricted		
General Stewardship	1,323,803.39	994,051.88
Special Projects Account	1,048,222.00	229,259.43
Land Acquisition	0.00	75,000.00
Grants & Pledges for Future Per	1,003,432.77	1,045,917.53
Total Temporarily Restricted	3,375,458.16	2,344,228.84
Permanently Restricted		
Dow Internship Fund	124,500.00	99,500.00
Operating Endowment	25,000.00	25,000.00
Land	4,523,876.07	4,398,876.07
Total Permanently Restricted	4,673,376.07	4,523,376.07
Retained Earnings	4,857,357.59	3,093,128.08
Net Income	-27,790.52	276,329.03
Total Equity	16,479,494.44	15,019,384.48
TOTAL LIABILITIES & EQUITY	16,685,601.74	15,199,459.06

Wallamatogus-Allen Donor Restricted Received	12/31/2021 Balance	2022 Income	2022 Expenditures	Current Balance
Summer Hill Foundation	\$ 100,000.00			\$ 100,000.00
Anonymous (Fidelity Foundation)	\$ -	\$ 200,000.00		\$ 200,000.00
John Sage Foundation	\$ -	\$ 7,500.00		\$ 7,500.00
Windover Foundation	\$ -	\$ 25,000.00	\$ (25,000.00)	\$ -
Baffin Foundation	\$ 50,000.00			\$ 50,000.00
Davis Foundation	\$ 10,000.00			\$ 10,000.00
Kinsman	\$ -	\$ 2,500.00		\$ 2,500.00
Small	\$ -	\$ 2,000.00		\$ 2,000.00
Clark	\$ 1,500.00			\$ 1,500.00
Flood	\$ 20,000.00			\$ 20,000.00
Becton	\$ 11,000.00			\$ 11,000.00
Rosenthal	\$ 10,000.00			\$ 10,000.00
Drewry	\$ 16,800.00			\$ 16,800.00
Community	\$ 140.00	\$ 2,550.00		\$ 2,690.00
Boit	\$ 10,000.00			\$ 10,000.00
Anonymous (Boston/Penobscot)	\$ 50,000.00			\$ 50,000.00
Anonymous (Penobscot)	\$ 100,286.00			\$ 100,286.00
Total	\$ 379,726.00	\$ 239,550.00	\$ (25,000.00)	\$ 594,276.00
Grant & Pledges Receivable				
MCHT	\$ 200,000.00			\$ 200,000.00
Becton	\$ 39,000.00			\$ 39,000.00
Land for Maine's Future	\$ -	\$ 400,000.00		\$ 400,000.00
USFS Community Forest	\$ -	\$ 329,000.00		\$ 329,000.00
Total	\$ 239,000.00	\$ 729,000.00		\$ 968,000.00
Project Total				\$ 1,562,276.00
WALLAMATOGUS 2021-2023 PROJECT BUDGET				
Acquisition	\$ 800,000.00			
Parking Area and Access Trail	\$ 20,000.00			
Stewardship Fund	\$ 400,000.00			
Appraisals & Reviews	\$ 15,000.00			
Title Work & Insurance	\$ 17,000.00			
Survey	\$ 54,800.00			
ESA	\$ 2,800.00			
Legal Fees	\$ 15,000.00			
Closing and Recording	\$ 1,000.00			
TCF Conservation Fee	\$ 30,000.00			
TCF 5% Interest for 1.5 Years	\$ 45,000.00	BHHT brought \$200,000 to the TCF closing, so the 5% is on \$600,000		
Total	\$ 1,400,600.00			
Surplus	\$ 161,676.00	Surplus could be added to stewardship fund or used to acquire land connecting our two Togus blocks		

E

Governance Committee Meeting - Minutes

July 28, 2022, 9:15 AM – 10:15 AM

Attendees: Alt, Haskell, King, Parish, Webber (Board); Carlson (Staff)

Meeting Start: 9:15 am

1. *BHHT Personnel Policy and Benefits Plan*

The committee proposes modifications to the BHHT Personnel Policy and Benefits Plan. In accordance with discussion at June Board meeting, modifications include updates to Section VI. Employee Performance Review and Management Process to clarify that annual performance reviews will be documented. Other modifications include elaborating on general elements of performance reviews and performance improvement considerations. Committee recommends Board approval of modifications. **Action Item.**

2. *Emergency ED Succession Plan*

The committee discussed the draft Emergency Executive Director Succession Plan. General comments underscored the importance of maintaining flexibility, having a communications plan, documenting where key items exist, clearly identifying the chain of command, and clearly identifying who speaks for the organization in such an event/circumstance. Discussion evidenced the need to balance establishment of necessary framework while minimizing unnecessary procedure. King will revise based on feedback and redistribute on or before next Governance Committee meeting.

3. *Other Research/Items*

The Committee recommends that Board approval to abandon the current Membership Policy, as BHHT is no longer a membership organization. See attached for a copy of the current Membership Policy. **Action Item.**

The Committee discussed appropriate use of Executive Session. Synthesis of research to be provided to Committee members for further discussion at next meeting. Committee rosters have been updated. Organizational history in the process of being revised to also reflect Carlson tenure.

4. *Discuss Potential New Board Member(s)*

Discussion of potential new Board member to be formalized for recommendation to the Board at the next Committee meeting.

5. *Upcoming Work*

Clarification on Executive Session, establish table of contents for a future Emergency Management Plan, onboarding manual revisions, bylaws review, synthesis of board member skill matrix results, planned succession structure, and new board member recommendations.

Meeting End: 10:15 am

Respectfully submitted, Sarah King, Committee Chair

E-a

VI. Employee Performance Review & Management Process

The Executive Director will conduct formal annual employee performance reviews with each staff member. The primary purpose of formal performance reviews is to provide each staff member with constructive feedback about their past performance; to set goals for future performance; and to listen to any staff member concerns, input, or questions. This noted, the Executive Director and staff are encouraged to discuss performance and goals on an informal day-to-day basis, and any concerns, input, or questions as they arise and not wait for the next performance review.

Each staff member will be advised well in advance of an appointment for the review, so that they have time to prepare their thoughts and complete an employee Self-Evaluation Form to provide to the Executive Director. The Executive Director and the staff member will then meet to review performance. Performance reviews will generally include the following elements:

- Review of work completed the previous year (both planned and unplanned);
- Review of performance associated with work completed in the previous year. Areas of strength and strategies for improvement may be identified and work plans (re)visited.
- Establish short-term and long-term goals and objectives.
 - Short-term goals and objectives will allow employee to continue to improve their performance and advance in their current position.
 - Long-term goals and objectives will allow the employee to continue to improve their performance and work toward long-term organizational and employee-specific growth.
 - Goals shall be specific, measurable, attainable, relevant to BHHT, and time-based, as appropriate.
- Identify resources needed to meet goals and objectives, potential challenges to reaching goals and objectives, and expectations and timelines for meeting goals.

All performance reviews will be documented in written form by the Executive Director, signed by the Executive Director and staff member, maintained on file, and a copy provided to the subject staff member.

From time to time, employee performance may be determined by the Executive Director to be below expectation. In these cases, the Executive Director will append a framework to the performance review to establish a clear path and expectations surrounding the resolution of performance issues. Early communication and early feedback are good ways to prevent future performance problems. Investing time early is always time well spent. In general, employees who are performing their jobs effectively and meeting expectations will not need a performance improvement plan.

Blue Hill Heritage Trust Membership Policy

I. Membership Eligibility

Any individual person, family, business or organization that makes a financial contribution or an in-kind contribution (including a contribution of time in support of the organization's work) shall be a member of Blue Hill Heritage Trust (BHHT). All members have the same rights and privileges.

II. Rights and Privileges

Members are entitled to attend the annual meeting, receive BHHT newsletters, mailings, and invitations via mail and/or email to BHHT events.

To be nominated to serve on the Board of Directors, a person must be a member.

III. Membership Term

The term of each membership will be for the calendar year in which a contribution was made. Recognizing that many members make a contribution in the final quarter of the year, BHHT may extend membership privileges through the calendar year following the year in which a membership contribution was made.

In calculating the total number of members at any given time, BHHT may include both current calendar year members and members from the previous year whose membership privileges are still in effect.

IV. Membership Contribution Levels

The Board of Directors may establish suggested annual contributions for membership. Donation levels will not establish different categories of membership with differing rights based on donation amount.

V. Member Information

Each member will be asked to provide his/her name, residence address, email address, telephone number and seasonal address, if any. Such information will not be provided by BHHT to any other person, except to comply with applicable law, pursuant to BHHT policy, or pursuant to specific approval of the Board of Directors.

F

Executive Committee Minutes

July 8th, 2022, at the BHHT Office

Committee Members Present: Hannah Webber (via phone), Sarah King (via phone from 9:10 onward), Marcia McKeague, Samantha Haskell, Norm Alt; Staff Present: Hans Carlson

The meeting was called to order at 9:05. The minutes of the May 13th, 2022, meeting were unanimously approved.

Financial Report: Marcia reported the bank accounts remain in good shape, but the investment accounts are down significantly due to overall market volatility. The Schwab account is down 13.5% YTD, which is in fact better than the overall market average. The Finance Committee has been paired with an interim consultant from Bangor Savings Bank, and will eventually be matched with a new long-term advisor. Hans reported that the operations budget is rolling along with approx. \$250K in combined unrestricted and restricted funds in the account. The operations account is notably higher at the start of Q3 than at the same time in previous years. Cheryl is lined up to conduct our audit, but is running behind on the anticipated schedule and has yet to begin.

Governance: Sarah updated the committee on the work of an ad hoc committee (Hannah W., George H., and Sarah K.) that is creating an Emergency Executive Director Succession Plan. A draft will soon be finalized and presented to the Exec. Director, Assoc. Director, and Dev. Director for feedback. A final draft version will be presented to the Governance committee at the end of the month, and then to the Board at our October meeting. Hans is working on a planning document for internal staff emergency succession, which will also be available for the Board to see at the October meeting. This document will cover short term absences and temporary hires as well as retirements and unforeseen long term or permanent departures. The additions to the Personnel Policy which were recommended at the last Board meeting (on staff performance reviews and personal protective equip.) will also be reviewed at this month's Governance committee meeting.

Marcie has concluded her coaching sessions, and a final meeting with the ad hoc committee (Hannah, Samantha, Brendon) is being scheduled. She will also provide a full report to the Board.

Project Updates:

Edgehill: The closing should occur imminently, and a public access plan will be developed shortly thereafter.

Allen Blueberry Field/Togus: We are in the phase of "due diligence" for grant funding, with likely completion by the end of the year. MCHT partner Ciona Ulbrich has indicated they still intend to bring 200K to the project from off-peninsula funders. Due to the fact additional appraisals and surveys will be required, and the increase in proposed stewardship funding, the committee requested a breakdown of the new total income and expenses for the next Board meeting.

Bill Brown Lots: Hans has heard from him, and he is likely to be around in mid-July for continued communication about the potential conservation deal.

Bobby Vaught property: Mr. Vaught owns approx. 800 acres on Wights pond in Penobscot, a piece that BHHT has had on its radar in the past, which comes close to abutting the Weinland preserve. Hans has opened conversation with him about a potential conservation easement on the piece. A discussion followed in the meeting around BHHT's approach to easements, with the general consensus that although fee acquisition is the preference, there are still occasions in which

easements are appropriate and useful, particularly as potential stepping stones to more secure conservation terms.

Howell Farm: A full suite of soil tests, including PFAS, is still planned. The lease continues month to month, progressing towards a final agreement. Mr. Giordano is in the process of identifying what existing equipment will be included as assets to the farm. It was suggested that we approach this property as an opportunity to take a leadership position on farming practices, particular agrovoltics and anaerobic digestors for energy production. It was agreed that a conversation at the Board level is warranted around our perspectives on our philosophical ethos around land “use” vs. “management.”

Organizational Restructuring Ideas:

Hans shared his thoughts around potential staff increases in the next few years. Both George and Chrissy are interested in having a hierarchical structure with staff reporting directly to them; Landere could focus specifically on schools and Beth could move to Outreach with a new hire for admin work. Als additional staff capacity for accounting (a “business administrator”) could help. The committee also discussed physical space expansion; Hans currently has a contractor lined up for next spring to build a conference room at the Knight Building, the new Equipment Barn in Surry could be renovated to include Stewardship Staff office space, and the barn structure at the Knight Building could also become available for office space in the future. A more formal sketch of potential staff and space increases will be presented at the August meeting.

With no further business, the meeting adjourned at 10:05.

Respectfully submitted,
Samantha Haskell, Secretary

Strategic Initiatives Committee Minutes

Zoom, July 19, 2022

Members Present: Mary Barnes, Randy Curtis, Samantha Haskell, Sarah King, Hannah Webber, Hans Carlson, George Fields, Sandy Walczyk. Interns Apple and Emily attended.

Absent: Samantha Haskell, Johanna Barrett, Tate Yoder

The meeting was called to order at 5:15

- Approval of the minutes for the June 21, 2022, meeting was tabled until the August meeting.
- A report from Rachel Bouvier is expected to be presented to the SI committee on or before the August meeting. The September meeting will include a presentation from rbouvier Consulting. Interested Board members are welcome to attend the September meeting.
- Discussion for the remainder of the meeting initially focused on gaining alignment for approach to the climate change portion of the Conservation Plan; however, evolved into a discussion surrounding the general approach surrounding the development of the Conservation Plan. It was generally agreed to be important that the process include a tangible aspect that promoted the continued written development of the Plan and that the staff should drive written development with direction and input from the committee.

On or before August 16, 2022, staff will draft a revised section of the Conservation Plan discussing the themes, goals and tools surrounding climate change to present to the SI committee for strategic input and review. Themes will generally be driven by the document initially provided by Hans; goals and tools, as well as clear measurable steps and timeframes for implementation will be elaborated on by staff. A draft template was shared with the committee (and emailed to staff) by Hannah Webber – this template generally calls for illumination of a theme, identification of goals and tools, and establishment of an actionable plan. It is expected that the climate change section will reasonably mirror or include all elements of the template.

If it is determined that this path forward is effective (by consideration of the process at the August meeting), this approach may be adopted moving forward on a multi-section by multi-section basis.

The meeting adjourned at 6:09.

Respectfully Submitted by Sarah King.

Development Committee

July 26th, 2022 9:00 am
BHHT Office, Outside

Present: Mary Barnes, Kate Tomkins, Randy Curtis,
Staff present: Chrissy Allen, Hans Carlson, Summer Interns
Absent: Doug Cowan, Hannah Webber

Meeting commenced at 9:06 am

- 1. Unanimously approved minutes from past meeting.**
- 2. Annual Operating Campaign numbers YTD as of July 21, 2022**

2022 YTD \$144,666

2021 YTD \$103,842

Donors:

New Donors: 45
Consecutive Year Donors: 178
Recaptured (lapsed) Donors: 86

Donors:

New Donors: 96
Consecutive Year
Donors: 161
Recaptured (lapsed)
Donors: 91

All Seasons (monthly) donors are growing steadily. Recaptured donors have decreased a bit compared to 2021, but that may be because we are running low on former donors to recapture. While new donors are lower this year, total giving is still trending significantly higher than last year, which was a record fundraising year.

3. Grants and Fundraising Update

A) Wallamtogus Fundraising – Major grants have been approved over the past few months – LMF @ \$400k, and USFS Community Forest for \$326k. Grant funds approved for Togus now total: \$965k. With individual and private foundations contributing a total of \$619k. For a total of \$1,584,276 raised/approved for Togus.

B) Other Grants: About \$50k is pending with donors for non-Togus projects. The interns have been working on proposals for an accessible trail at Edgehill. These will be submitted to donors this summer.

4. HS Events

A) The cocktail party at Kitty Clements' house was well attended and talking points were well-received by donors. It was noted that about 1/3 of the BHHT board was not in attendance. This party was a top priority for HS stewardship in 2022, and moving forward the Development Committee would like to have as close to 100% board attendance as possible at future priority events. It was also noted that some Kitty's non-HS neighbors were not invited to the party, and felt a bit snubbed. Randy invited and encouraged them to attend. Some did, some didn't.

B) The August HS event will be a party at Dan's Flower Farm in Sedgwick. The focus will be on the connection between Dan and Leslie's work – farming and painting - and conservation. This location is a great place to make the connection to the importance of conserving land in the interiors of our towns, and can hold up Sedgwick conservation as an example to other towns.

5. Community Conservation Celebration – August 11, 2022

This event will be from 6-7:30 on the mountain with Planet Pan providing music. There will be a scavenger hunt and face painting hosted by the interns, a brief talk about the importance of community support by Hans and Chrissy, Landere will read a poem, and then at the end attendees will be invited to join for a hike to the top of the mountain to watch the full moon rise. This event is open to everyone.

6. Summer Donor Stewardship – ongoing. Some on the committee have had trouble connecting with people, others have had dinners, walks, and planned meetings. Some initial feedback: some are missing the sit down dinner of years past, and hope that it might come back in some form in the future.

7. Publications and Communications

A) Committee quickly reviewed and provided feedback on a draft of the planned giving brochure. Development of this brochure has been assisted by Tracy Curtis.

- B) Story of Wallamtogus mailer (large post card) was not yet printed at the time of meeting, but has since been sent out in a large donor mailing.
- C) Recognizing the need to streamline external communications, staff have revamped email communications so that one email is sent weekly, on Sunday mornings, outlining the BHHT events happening during the upcoming week. Feedback on this approach has been positive.

8. Development Committee

Need for additional Dev Comm members. Some ideas were discussed. Board members are encouraged to share ideas for new Dev Comm members. Please reach out to Kate with ideas.

9. New Business

Considering the issue of neighbors feeling snubbed by not receiving an invitation to Kitty's HS event: going forward we will consider inviting neighbors to future HS events, in consultation with the hosts.

10. Adjournment – 10:48 am

Development Director's Report

August 2022

Hi All- Below, please find highlights and updates from the Development Desk.

- **Donations to Date** – Things are still looking good, and donations continue to be ahead of last year. As of this writing (8/4) we have just over \$152k in unrestricted contributions (2021 was \$120k). Please see the Dev Comm Minutes for more information.
- **Grants & Foundations- WALLAMATOGUS!!!** Wallamatogus is fully funded! With the award of the \$400k Land for Maine's Future, \$326k USFS Community Forest Grant, and \$200k anonymous foundation grant we have been pushed well across the finish line. We have closed fundraising for this project, however, in an upcoming press release there will be an invitation for community members to contribute to a "project fund" for the Community Forest Committee to have for things like benches, a horizon map, etc. A major press release is in the works, including statements from Senators King and Collins and Congressman Golden.

At the last board meeting I was asked to put together an estimate of how long the Togus grants took to complete. I have included both a spreadsheet on the time spent on grants, as well as the total funds raised. Happy to answer any questions.

The interns and I have been working on grants throughout the summer. Most are still pending. Projects include: Edible Landscape, Accessible Trail at Edge Hill, Woodbank Support, Indigenous Projects (Sweet Grass Survey, Ancestral Paddle 2023, Educational Outreach and Landscape Restoration with Schools, Indigenous Speaker Series, Historic Signage), Signage at Caterpillar Hill, and Beavers.

- **Heritage Society & Steward's Circle Events-** These continue to go really well! We have 2 in August. The interns did their sweet presentation last week and then on the 27th we have the 2nd cocktail party of the summer at Dan's Flower Farm and Leslie Anderson Studio.
- **Summer Stewardship Efforts-** The Development Committee is working on their summer/fall stewardship list. This is helping to cultivate deeper relationships and, in some cases, ask for increased funding or discuss the possibility of project funding or planned gifts. Some contacts, however, are simply to get to know new donors and form what we hope will be long lived relationships.
- **Publications-** Our story mailer about Wallamatogus has gone out and looks great (thanks Beth!). We have also changed up our e-newsletter strategy for event PR, and Beth has taken most aspects of communications over from Landere so we have more consistency in our branding and messaging. Event e-news now goes out monthly (with the snapshot of the whole month) as well as weekly (with an update on the week ahead). We have received numerous positive notes and calls about this change.
- **Accessibility-** As I mentioned last meeting, I am spearheading a state-wide workshop for land trust and public landowners on October 5th. I also recently participated in leading a

New England wide webinar on this topic for the Land Trust Alliance and have been asked to be a guest on Maine Public's Maine Calling on August 18th. We have had some nice coverage about accessibility in the Bangor Daily News and Ellsworth American as well. Our accessible trail at Hundred Acre Woods opens on Thursday the 11th at 10am, join us if you can!

-Respectfully, Chrissy

Grant Funder	Submitted By	Amount Requested	Awarded Y/N	Date Awarded	Amount Awarded	Apx Number of Hours Spent	Notes
Mattina R. Proctor Foundation	Chrissy	\$50,000.00	No			Chrissy- 4	Bill Bayreuther Recommendation
Maine Community Foundation- Maine Land Protection Grant	Chrissy	\$50,000.00	No			Chrissy- 8	Would have likely funded this project in 2022. We were not funded due to a lack of urgency when we applied in 2021.
Elsie & William Viles Foundation	Chrissy	\$25,000.00	No			Chrissy- 2	Bill Bayreuther Recommendation
					Total Time Spent on Grants Not Awarded	14hrs	
The Windover Foundation	Chrissy	\$25,000.00	Yes	2/14/2022	\$25,000.00	Chrissy- 2	Bill Bayreuther Recommendation
Summer Hill Foundation	Hans	\$100,000.00	Yes	7/9/2021	\$100,000.00	Hans- 30mins	Bill Bayreuther Recommendation
Davis Conservation Foundation	Chrissy	\$10,000.00	Yes	11/29/2021	\$10,000.00	Chrissy- 6	Existing Relationship
Bafflin Foundation	Chrissy	\$50,000.00	Yes	12/30/2021	\$50,000.00	Chrissy- 2	Bill Bayreuther Recommendation
						TOTAL- 49+	
						Chrissy- 40+	The Conservation Fund Recommendation- Tom Duffus was very helpful in proof reading and making suggestions for this grant. *There will be significant time spent by Hans and George on the Due Dilligence for this grant.
						Hans- 5	
						George- 2	
						Sandy- 1	
USFS Community Forest	Chrissy	\$325,000.00	Yes	6/8/2022	\$329,000.00	Beth- 1	Existing Relationship
Fields Pond Foundation	Chrissy	\$20,000.00	Yes	4/26/2022	\$15,000.00	Chrissy- 8	
						TOTAL- 44+	
						Chrissy- 40+	Existing Relationship. Ciona Ulbrich was very helpful in proof reading and making suggestions for this grant. *There will be significant time spent by Hans and George on the Due Dilligence for this grant.
						Hans- 1	
						George- 1	
						Sandy- 1	
						Beth- 1	
Land for Maine's Future	Chrissy	\$400,000.00	Yes	5/27/2022	\$400,000.00	TOTAL- 25+	
						Chrissy- 20+	
Fidelity Foundation-	Chrissy	\$200,000.00	Yes	6/8/2022	\$200,000.00	Hans- 5	Hans made initial connection
John Sage Foundation	Chrissy	\$7,500.00	Yes	5/23/2022	\$7,500.00	Chrissy- 8	Existing Relationship
Total Time Spent & Funds Raised on Grants Awarded							
							\$1,136,500.00 144.5hrs

This equals \$7,865/HR raised not including follow up work. *100+/- hrs will be spent on Due Dilligence for LMF & USFS Grants

