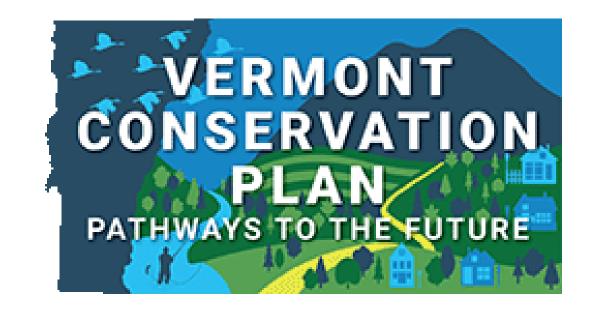
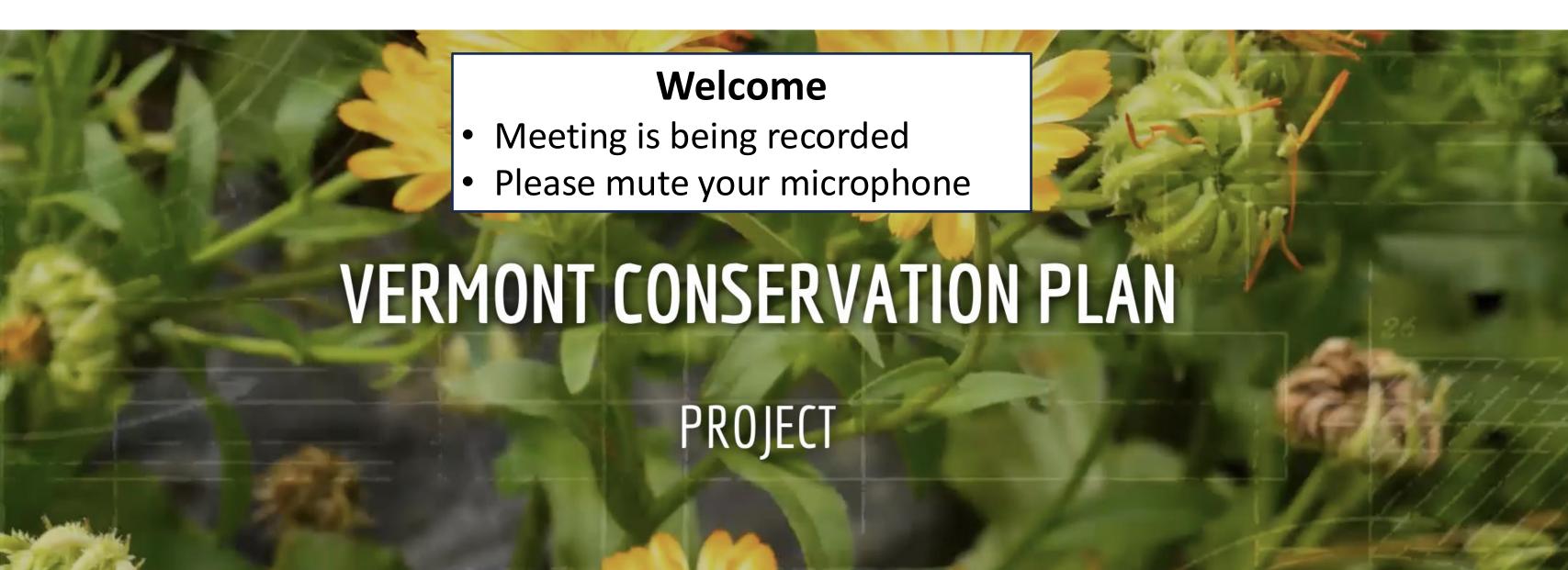
VERMONT CONSERVATION PLAN

TECHNICAL ADVISORY COMMITTEE MEETING #5 - VIRTUAL

Thursday September 25, 2025, 11:00am-12:00pm EST





AGENDA

11:00AM | WELCOME

11:10AM | UPDATE ON PROCEDURE FOR TAC MEETINGS

11:20AM | UPDATE TO TAC

11:40AM | NEXT STEPS

11:50AM | OPPORTUNITY FOR PUBLIC COMMENT

12:00PM | FINISH

Agenda Item #1

Update on procedure for TAC meetings

- Clarification of TAC role
- Explanation for updated approach to TAC meetings
- Additional steps for meetings, including recording meetings
- Brief reflection on project values



Agenda Item #2

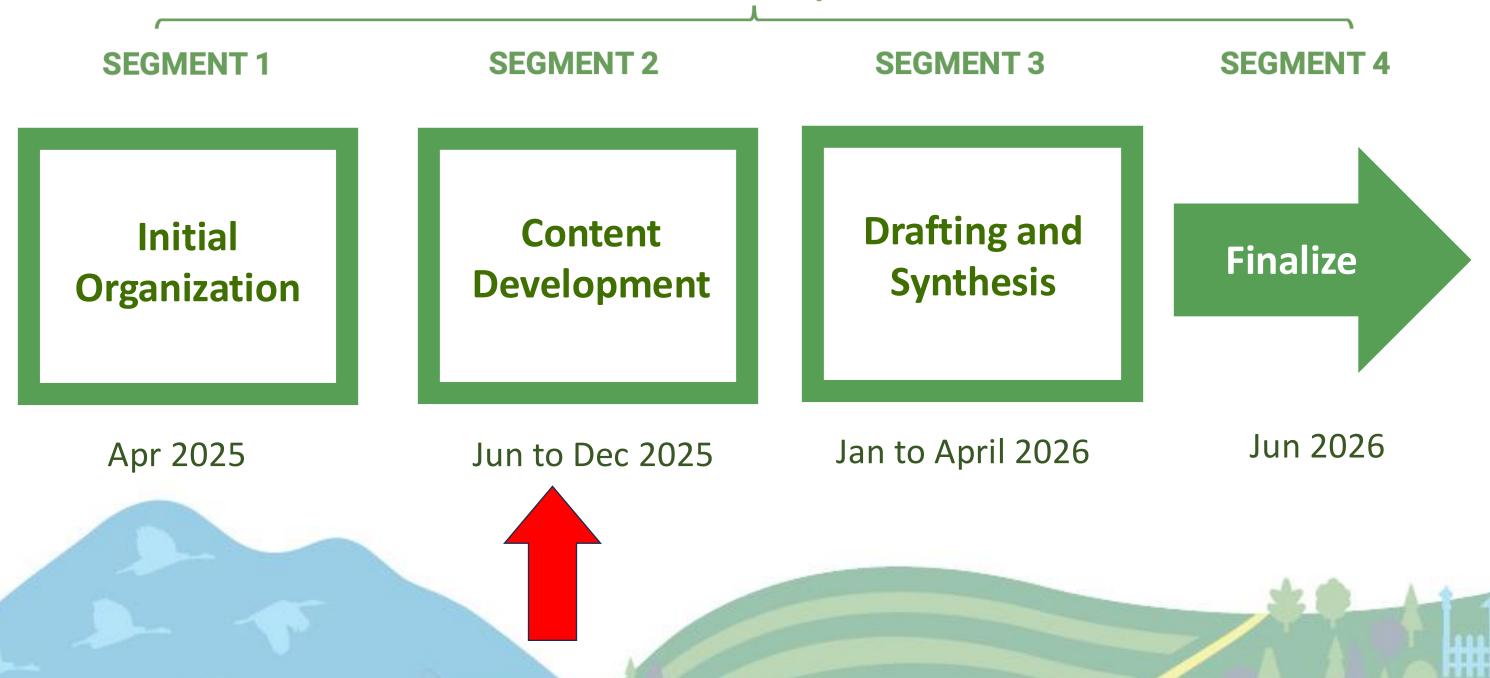
Update and recap on TAC work

- Overview of TAC process to date
- Review of Project Portal what is available
- Update on TAC participating organizations review the legislatively identified stakeholder groups
- Recap on TAC meeting and discussions
- Update on additional section in Draft Framework Report



PHASE 2 – Overview

VERMONT CONSERVATION PLAN | PATHWAYS TO THE FUTURE



We are here

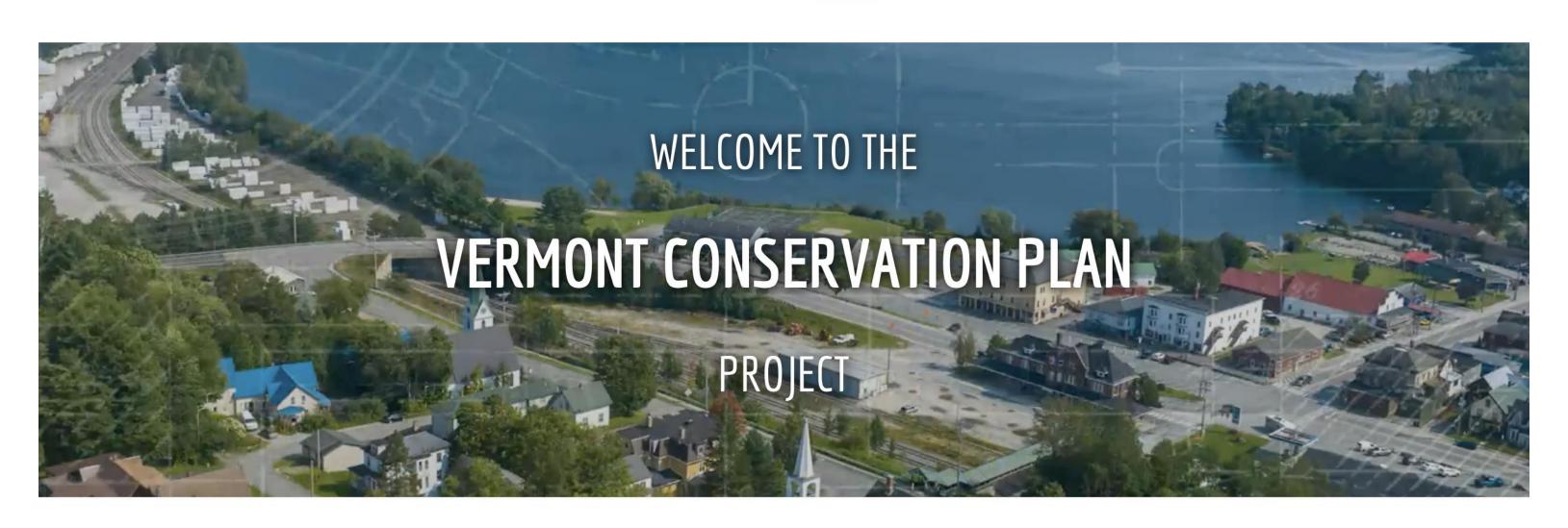












Thank you for joining the Vermont Conservation Plan (VCP) Regional Listening Sessions!

We hosted Regional Listening Sessions July 23-24 and 28-29 in four locations: Ludlow, South Burlington, East Burke, and Brandon. We invited the entire Vermont community to take advantage of this opportunity to network with likeminded individuals, learn about existing conservation in the state, and provide input on the direction of the plan so far.



Learn More >> **Virtual Session Recording >>** Agenda >>



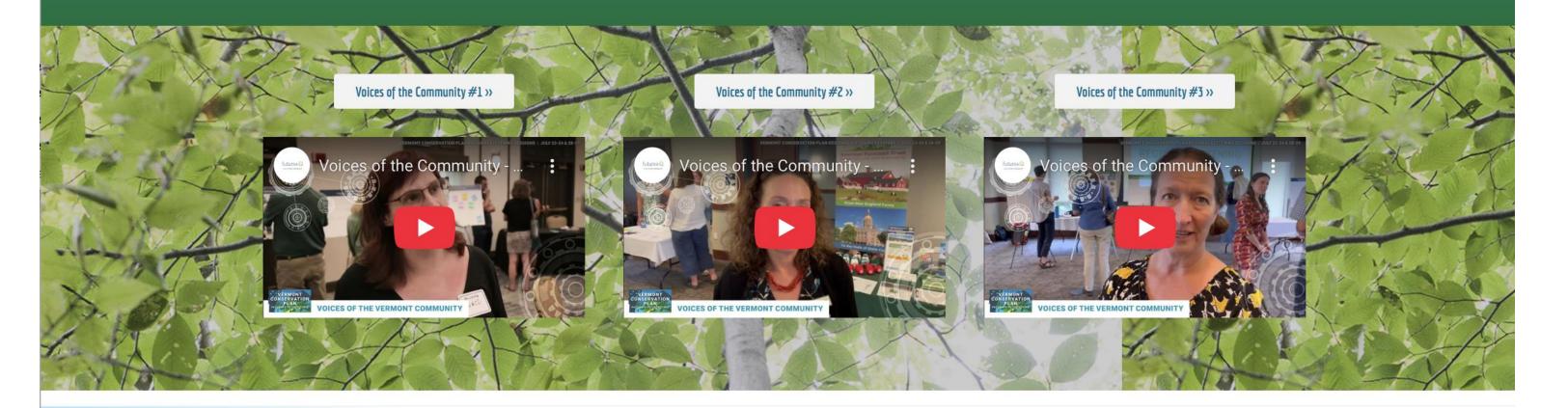


Management leam (PMI)!

Trey Martin, Gannon Osborn, and Annie Decker discuss the importance of the Vermont Conservation Plan Project.

Watch Video >>

What is the PMT? >>





The Vermont Legislature has directed the Vermont Housing and Conservation Board (VCHB), in consultation with the Vermont Agency of Natural Resources (ANR), to lead the process of developing the Vermont Conservation Plan.

The Vermont Conservation Plan will be implementing the Community Resilience and Biodiversity Protection Act, Act No. 59 of 2023. It will be developed with **input from a range of stakeholders**, including private owners of forest lands and agricultural lands, land trusts, conservation organizations, environmental organizations, working lands enterprises, outdoor recreation groups and businesses, watershed groups, municipalities, regional planning commissions, conservation commissions, and relevant State and federal agencies. **This work will run from May 2025 to June 2026.**

	Legislatively Identified Stakeholders	Broad Themes	Particpating Organization	Participant
	Private owners of forestlands and	Working Lands	Blue Ledge Farm	Hannah Sessions, Blue Ledge Farm, Salisbury VT (Agricultural Lands)
	agricultural lands		Vermont Woodlands Association	Kate Forer, Executive Director, Vermont Woodlands Association (Forest Lands)
	Working Lands Enterprises		Maine Woods Company	Chris Castano, Sales and Marketing Manager, Maine Woods Company (Working Land Enterprise)
	Land Trusts		Vermont Land Trust	Tracy Zschau, President & CEO, Vermont Land Trust
			Trust for Public Land	Shelby Semmes, VP New England Region, Trust for Public Land
	Conservation Organizations	Conservation & Environment	The Nature Conservancy (TNC) Vermont	Gannon Osborn, The Nature Conservancy (TNC) Vermont
	Environmental Organizations	Environment	Audubon	Jamey Fidel, ED Audubon
	Watershed Groups		Watersheds United Vermont	Lyn Munno, Director, Watersheds United Vermont
	Outdoor Recreation Groups and Businesses	Recreation	Vermont Chapter of Backcountry Hunters and Anglers	Alex Smith, Board Member, Vermont Chapter of Backcountry Hunters and Anglers ((Traditional Recreation)
	Businesses		Vermont Trails and Greenways Council	Nick Bennette, Executive Director, VMBA. Co-Chair Vermont Trails and Greenways Council (Trails-based Recreation)
Ī	Indigenous groups and		Native Communities	Rich Holschuh, Appointee for VT Commission on Native American Affairs
	Representatives from historically maginalized and disadvantaged	Land Access and Enivronmental Justice	Land Access and Opportunity Board	Jean Hamilton / Ornella Matta Figuroa , Co-Directors of the Land Access and Opportunity Board
	communities		Center for Whole Communities	Emily Alger, Senior Fellow at Center for Whole Communities (sub Richarda Ericson)
	Municipalities and Conservation Commissions		Thetford Conservation Commissions	Krista Karlson, Thetford Conservation Commission Member
	Regional Planning Commissions	60	Windham Regional Commission	Chris Campany, Executive Director, Windham Regional Commission
	Conservation Commissions	Government	United States Forest Service	Greg Gustina, Ecological Services, United States Forest Service
Relevant State and federal agencies		Agency of Food Agriculture and Markets	Ryan Patch, Agriculture Climate and Land Use Policy Manager	













Overview

KEY GROUPS & ROLES

RESOURCES

CONTACT US





Meeting #1 - May 29, 2025

Meeting #2 - June 12, 2025

Meeting #3 - July 11, 2025

Meeting #4 - August 7, 2025

Meeting #5 - September 25, 2025

Meeting #6 - October 10, 2025

Technical Advisory Committee

Regional Stakeholder Groups

The Vermont Conservation Plan Technical Advisory Committee (TAC) plays a key role, with direction from the PMT, to help synthesize technical and stakeholder input and craft a viable plan.

The TAC is comprised of representatives from statewide leaders, reflective of the stakeholder groups identified in Act 59. The TAC acts as an initial sounding board to the PMT and provides input and perspective on various aspects of the project throughout the process to develop the Vermont Conservation Plan. They help the PMT solicit and reconcile input from the various public and stakeholder engagement sessions, and the technical options developed by the Working Groups. They also act as an important public facing group of stakeholders who represent a range of perspectives and serve as a liaison between the stakeholder groups that they represent throughout the state. The TAC was formed in May 2025, and has a key role throughout the duration of the project.











RESOURCES

CONTACT US



Meeting 1 – May 29th – virtual – 2:00pm to 3:30pm EDT. This meeting included:

- Introduction and review of overall process for plan development
- Roles and responsibilities, and TAC ground rules
- Presentation and review of the initial three prime objectives
- Outline of Regional Listening Sessions to be held in late June with discussion about who should be in

VERMONT CONSERVATION PLAN

TECHNICAL ADVISORY COMMITTEE MEETING #1: THURSDAY, MAY 29, 2025, 2:00-3:00PM EST

NOTE: VIRTUAL MEETING ONLY - LINK TO BE PROVIDED

AGENDA

- Introduction and review of overall plan development process
- TAC roles, responsibilities, and ground rules
- · Presentation and review of initial three prime objectives
- Regional Listening Sessions on June 26 27: outline of session content and discussion about who should be invited







Meeting 2 – June 12th – in person – 10:00am to 1:00pm. This meeting included:

- Review draft objectives and pathways document
- Provide input on Working Group focus and members
- Update on Regional Listening Sessions

View Agenda >>

View Presentation >>

View Notes >>

AGENDA

1. WELCOME AND INTRODUCTIONS

2. UPDATE: WORK SINCE PHASE 1

- Overview of work since Phase 1
- Outline of how Phase 1 has informed Phase 2 work

3. UPDATE: PHASE 2 – PROCESS AND STRUCTURE

- Vermont Conservation Plan project portal / website
- · Overall project timeline and TAC schedule
- · Clarification of roles and responsibilities

4. UPDATE AND DISCUSSION: REGIONAL STAKEHOLDER GROUP LISTENING SESSIONS

- Update on planning for sessions in late July TBC
- Review program agenda and intended outcomes
- · Brainstorm on participants list

5. REVIEW AND DISCUSS: 'DRAFTWAYS' OBJECTIVES & PATHWAYS DOCUMENT

- Presentation and discussion built around the three core objectives:
- Center Vermont Conservation Design
- Strengthen Conservation Capacity
- Grow Conservation in Communities
- Next steps on the 'Vermont Conservation Plan – Objectives and Pathways'

6. UPDATE: FORMATION OF WORKING GROUPS

- Plan to establish Working Groups (during July 2025)
- Review their proposed role and timeline

7. NEXT STEPS AND WORKING LUNCH

- Tabling any topics for future discussion
- Remaining 'Questions and Answers'
- TAC Meeting #3 (Virtual) June 27 (TBC)
- TAC Meeting #4 Thursday August 7 10:30am – 1.30pm





Meeting 3 – July 11th – virtual – 9:00am to 11:00am. This meeting included:

- Review draft framework document
- Seek comments and input from TAC members

View Agenda >>

View Notes >>

AGENDA

1. WELCOME

2. REVIEW: REVISED DRAFT FRAMEWORK REPORT

- Updates on revised framework report
- Check in with each TAC member

3. UPDATE: REGIONAL STAKEHOLDER GROUP LISTENING SESSIONS

- Review dates and agenda
- Discuss call to action and registration

4. DISCUSS: ALIGNMENT ON TAC APPROACH

- Review feedback on meeting format and proposed changes
- Reaffirm commitment to inclusive and positive process

5. OTHER BUSINESS















Thank you for joining the Vermont Conservation Plan (VCP) Regional Listening Sessions – July 23–24, 29–30, & August 5

The Vermont Conservation Plan (VCP) Regional Listening Sessions were the first round of public engagement after the first phase, an inventory of conservation around the state, concluded. They comprised of an overview of the VCP guiding legislation, timeline, goals, and work to date, such as results from the inventory phase. In addition to providing an opportunity to connect with stakeholders in the conservation community, these sessions included updates from the Agency of Natural Resources and the American Farmland Trust.

We took these sessions to four locations across the state! Attendees enjoyed a casual hour of food and networking, followed by a presentation at 5pm. They were then able to provide feedback on what they heard during an open house hour involving various activity and discussion opportunities.

















Meeting 4 – August 7th – in person – 10:30am to 1:30pm. This meeting included:

- Update on final draft of 'Pathways to the Future Report'
- Review high level synthesis of Regional Stakeholder Listening Sessions (successes challenges, opportunities, local case studies)
- Project check in, and what's coming in next few months

AGENDA

9:30AM | WELCOME AND BREAKFAST SNACKS

9:45AM | REPORT ON REGIONAL LISTENING SESSIONS

- · Data from survey about Objectives and Pathways
- · Insights and overall impression of the sessions

10:15AM | TAC INPUT ON OBJECTIVES AND PATHWAYS

- · Breakout group discussions
- · Interactive exercise
- Brainstorming potential action ideas

11:45AM | UPDATE ON DRAFT FRAMEWORK REPORT

- Overview of revisions
- · Finalization timeline and process

12:00PM | LUNCH BREAK

12:15PM | TAC CONSERVATION VALUES AND ASPIRATIONS

1:15PM | FOLLOW-UP ITEMS

1:30PM | FINISH



View Agenda >> View Presentation >>

View Recording >>

VERMONT CONSERVATION PLAN REGIONAL LISTENING SESSIONS Insights

VERMONT CONSERVATION PLAN | REGIONAL LISTENING SESSIONS JULY 23-24 & 29-30, 2025

OBJECTIVE ONE: SUPPORT CONSERVATION IN COMMUNITIES

This objective is focused on how to better connect people and communities to the land. It aims to advance conservation in ways that benefit people and communities by protecting natural and working lands, enhancing recreation, and supporting equitable access.

Conservation investments benefit people and communities and make our lands and watersheds healthier. The conservation of natural and working forests and agricultural lands and the expansion of recreational and educational opportunities all connect people with the land. All these benefits help fulfill the overall vision of CRBPA - Act 59.



These potential pathways are an initial starting point to developing the Vermont Conservation Plan, These will be further refined by the various technical working groups and shaped by stakeholder input.



PROMOTE NATURAL AREAS AND SUSTAINABLE WORKING LANDS

This pathway will identify strategies and investments to make conserved working lands more resilient, ecologically functional and healthy. We need more technical and financial supports to make ecologically beneficial land management practices viable for landowners. This pathway will 'lift up' related work under Vermont's Forest Future Roadmap, Food Security Roadmap and other related plans.



INCREASE EQUITABLE ACCESS

This pathway aims to identify investments and programmatic opportunities that will expand and improve equitable access to conserved lands, land-based enterprises and recreational opportunities.



SUPPORT OUTDOOR RECREATION

This pathway will promote diverse outdoor recreation opportunities through strategic investments in land protection and management. We need to identify ways to improve recreational access while protecting ecological values as well. This pathway's actions could be coordinated with the implementation of the state's blueprint for outdoor recreation, *Move Forward Together Vermont*, aimed at strengthening outdoor recreation opportunities across the state.













STRENGTHEN CLIMATE RESILIENCE

This pathway will identify actions and investments in nature-based solutions that make Vermont's communities and conserved lands more resilient in the face of climate change. These actions will yield multiple benefits, including community resilience, habitat connectivity, improved water quality and critical resource protection. This pathway will be coordinated with Vermont's Climate Action Plan and Resilience Implementation Strategy.



EXPAND PLACE-BASED EDUCATION AND OUTREACH

This pathway will promote educational opportunities that connect Vermonters to the natural world, and expands cultural empowerment that promotes human-earth connections. It will also help communities, landowners and land managers understand why, how and where to conserve lands.





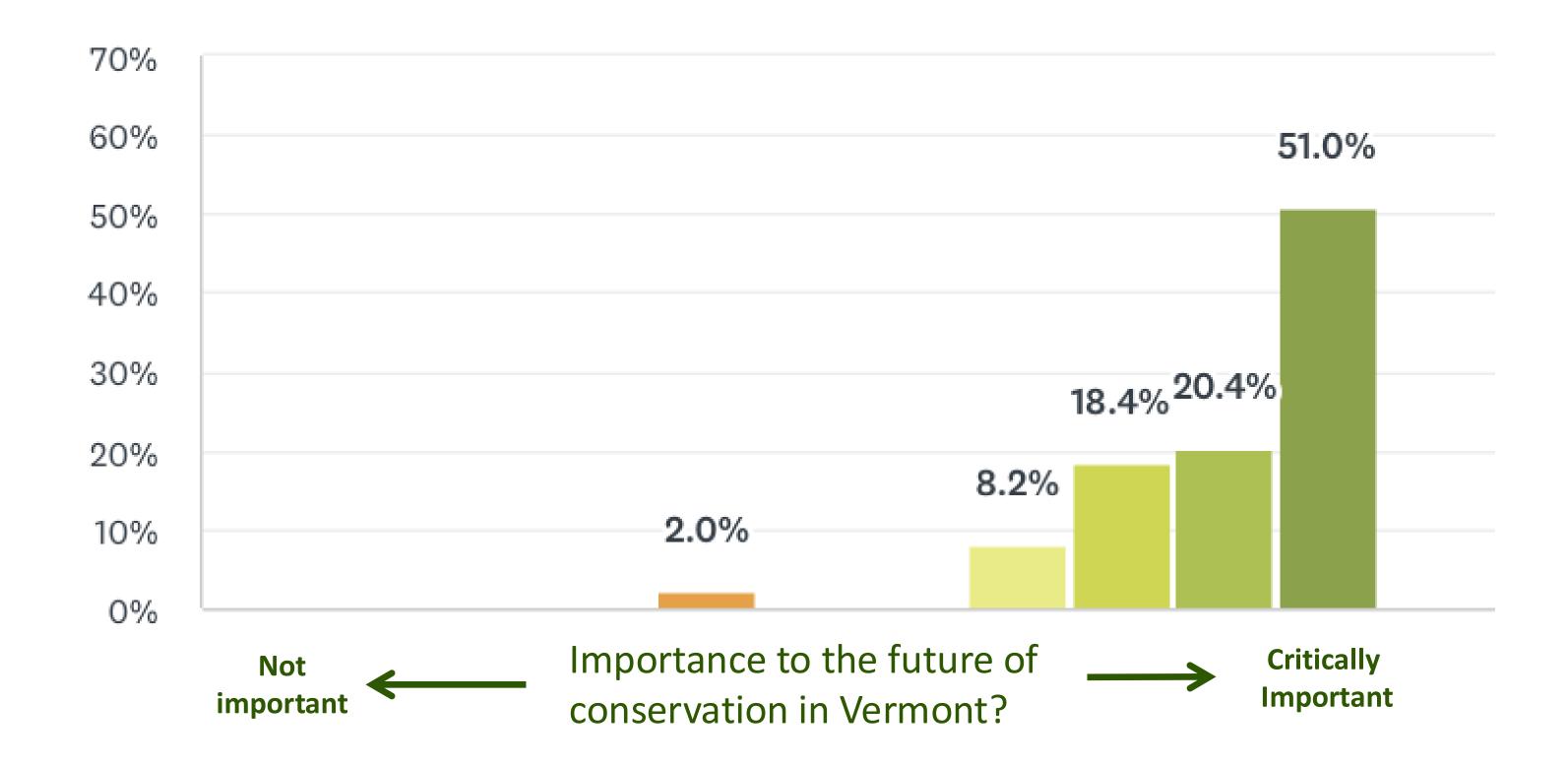




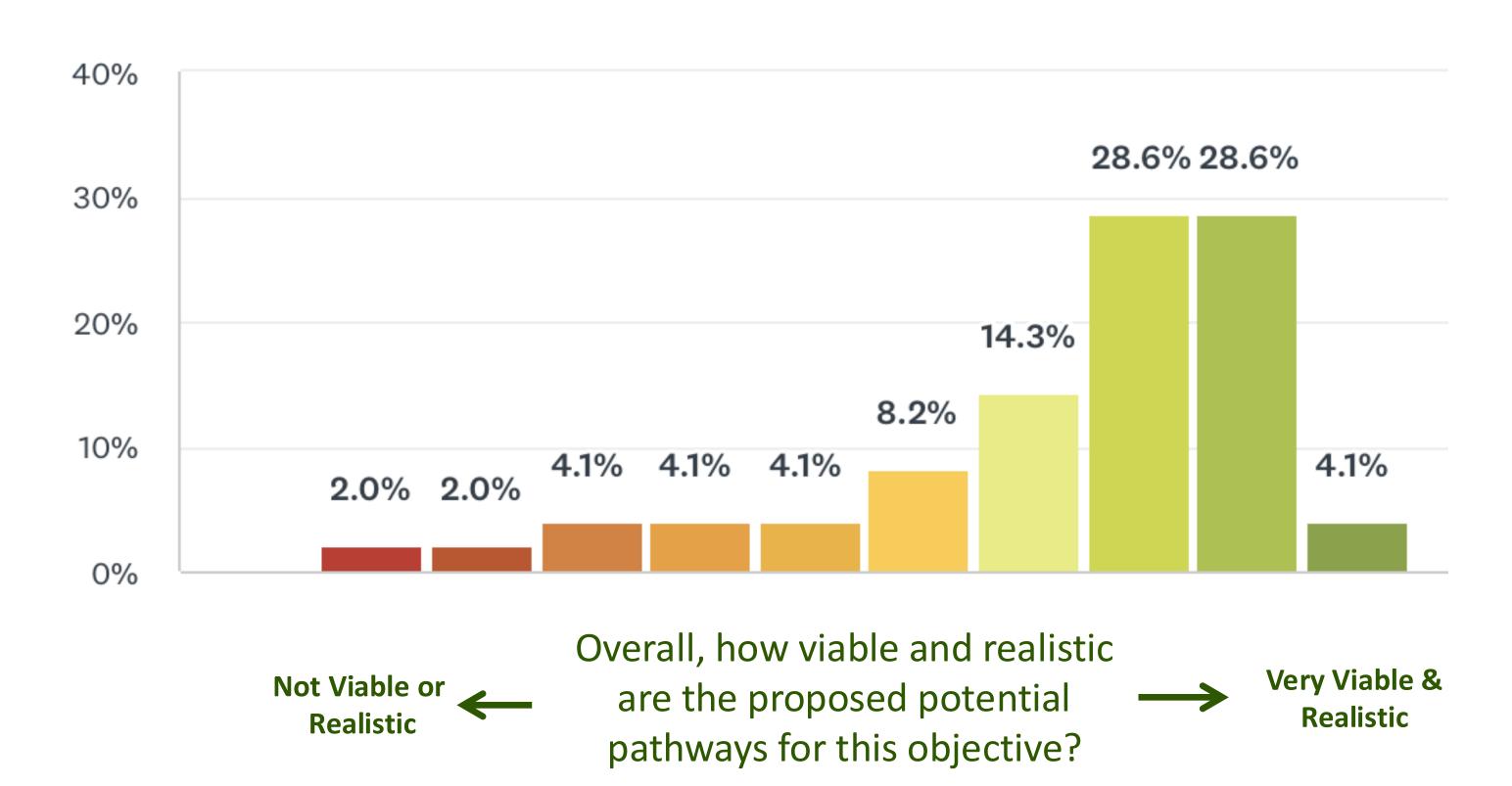




Objective One: Support Conservation in Communities



Objective One: Support Conservation in Communities



Objective One: Support Conservation in Communities

Equitable Access & Local Engagement

- Ensure all communities, including underrepresented groups and small parcel owners, have access to conserved land.
- Encourage conservation around schools and town centers for education and recreation.
- Use conservation as a tool to build trust and support within local communities, especially among landowners.
- Engage young people through education and involvement in stewardship early on.

Recreation and Land Use Balance

- Support access to nature but resist over-development of trails, especially in ecologically sensitive areas.
- Recreation planning should consider its potential ecological harm and prioritize wildlife.
- Balance land conservation with agriculture, food systems, and traditional uses like hunting and farming.

Community Stewardship & Education

- Community gardens, pollinator plots, and public access to rivers/lakes were mentioned often.
- Need for greater education at the local level, defining terms, clarifying benefits, and explaining impacts to landowners.

Climate Resilience & Smart Growth

- Focus on climate resilience through rewilding, protecting forests, and preventing sprawl.
- Emphasize climate-smart planning, using future floodplain and watershed projections (e.g., 2075 maps).

MAIN THEMES

Preliminary Analysis

TENSION POINTS

1. Conservation vs. Private Landowner Rights

Many landowners are wary of losing autonomy, especially with long-term easements or perceived regulatory overreach.

2. Conservation vs. Housing & Development Pressures

 Participants pointed to sprawl, 2nd-home ownership, and housing affordability as real issues that can conflict with large-scale land conservation.

3. Recreation vs. Ecological Integrity

 Participants flagged commercial recreation and overuse of trails as a threat to sensitive ecosystems

Preliminary Analysis

4. Conservation Focus vs. Agricultural and Working Land Realities

Farmers and foresters felt undervalued or underrepresented in the current Conservation Design

5. Resource Limitations vs. Scope of Ambition

Funding and staffing capacity seen as a major bottleneck

6. Conservation vs. Equity & Access

 Concern that conservation might limit public access and displace low-income or marginalized communities through rising land values.

7. Scientific Vision vs. Local Trust

 Some skepticism that conservation science (e.g., Vermont Conservation Design) is being used selectively or without local input.

Areas of High Agreement Among Stakeholders

- 1. Stewardship is Essential, Not Just Protection
- 2. Engage Youth and Educate the Public
- 3. Need for Better Outreach and Community Engagement
- 4. Capacity and Funding Are Top Priorities
- 5. Protecting Ecological Connectivity and Resilience
- 6. Conservation as a Climate Solution
- 7. Collaboration Is Key



What Stakeholders Saw as Missing from the Vermont Conservation Plan

- Development Plan to Complement Conservation
- Clear Inclusion of Working Agricultural Lands
- Equity and Access for All Vermonters
- Clear Roles for Local Communities and Towns
- Better Public Communication and Outreach
- Integration with Youth and School-Based Programs
- Workforce Development and Training
- Legal Designations for Ecological Reserves
- Monitoring, Metrics, and Accountability
- Acknowledgment of Conflicts and Trade-Offs

Preliminary Analysis

TAC - Input on Objectives and Pathways

Poster board exercise to identify status of pathways drafts and highlight ones that need more work.

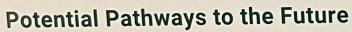
- Green = Good to go
- Blue = Needs bit more work
- Red = Needs LOTS more work

VERMONT CONSERVATION PLAN | REGIONAL LISTENING SESSIONS JULY 23-24 & 29-30, 2025

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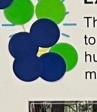












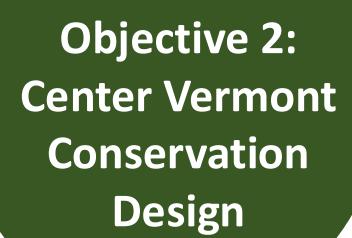
<u>VERMONT CONSERVATION PLAN | **REGIONAL LISTENING SESSIONS** JULY 23-24 & 29-30, 2</u>

OBJECTIVE TWO: CENTER VERMONT CONSERVATION DESIGN

This objective is focused on how to protect, restore and maintain an ecologically functioning and connected natural and working landscape.

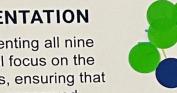
This objective is guided by Vermont Conservation Design (VCD), a science-based framework to protect the lands, waters and wildlife that are most critical to an ecologically functional landscape. Vermont Conservation Design (VCD) allows us to identify where we can build upon our existing network of conserved lands in ways that advance the ecological goals envisioned by Act 59. The VCD framework highlights the need to promote conservation at all scales - from large forest blocks and riparian corridors to rare natural communities and species with specific habitat needs - to ensure we maintain and enhance ecological function and connection.





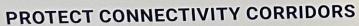
Potential Pathways to the Future

These potential pathways are an initial starting point to developing the Vermont Conservation Plan, These will be further refined by the various technical working groups and shaped by stakeholder input.



EXPAND ECOLOGICAL REPRESENTATION

This pathway is focused on better representing all nine biophysical regions, and places additional focus on the six under-represented biophysical regions, ensuring that these places and their biodiversity will be conserved.



This pathway identifies ways to protect landscapescale corridors within Vermont's regional connectivity network that are conservation priorities, promote overall forest health and function, and keep corridors connected.

IMPROVE FOREST STRUCTURE

This pathway addresses the biophysical regions and their forest types that have been underrepresented in Ecological Reserve Areas, as well as locations for establishing Biodiversity Conservation and Natural Resource Management Areas. Actions taken under this pathway will improve representation of both old and young forests as well as the complexity and diversity of forest structure across the landscape.



SUPPORT AQUATIC SYSTEMS

This pathway identifies the actions needed to steward, manage, and restore riparian areas and aquatic systems on both existing and new conserved lands.



PROTECT RARE AND SIGNIFICANT ECOLOGICAL FEATURES

This pathway highlights the need to enhance and increase the protection of rare and uncommon species, significant natural communities, and the important habitats of Vermont Conservation Design.













OBJECTIVE THREE: STRENGTHEN CONSERVATION CAPACI

This objective is focused on expanding the conservation community's ability to sustainably protect and steward land.

This plan's success is dependent on having the people, programs, funding and innovations needed to successfully implement Act 59 in years to come. This work includes strengthening the whole conservation community, including the Vermont Housing and Conservation Board, the Agency of Natural Resources, conservation organizations, municipalities, landowners, and the many public and private organizations that support community-level conservation. Phase 1 input reported concerns about underfunding and limited access to financing tools. Stakeholders requested streamlined, permanent funding mechanisms and equitable access to technical support.

Potential Pathways to the Future

These potential pathways are an initial starting point to developing the Vermont Conservation Plan, These will be further refined by the various technical working groups and shaped by stakeholder input.



Objective 3:
Strengthen
Conservation
Capacity

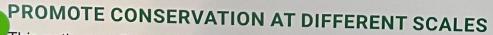
INCREASE AND OPTIMIZE FUNDING AND FINANCING

This pathway will propose ways to increase funding and financing to support the land protection, stewardship, and capacity of the conservation community.



SUPPORT STEWARDSHIP AND RESTORATION

This pathway will identify the actions, innovations and new partners needed to better support the sustainable stewardship and strategic restoration of lands and their natural functions.



This pathway will identify systems and investments to support conservation organizations operating at local, regional, statewide, and transboundary scales.







EXPAND THE SUPPORT SYSTEM AND CONSERVATION COMMUNITY

This pathway will identify strategies and investments that will grow the support system of practitioners, natural resources management contractors, and community leaders needed to support conservation efforts into the future. This pathway will also expand the conservation community to be representative of Vermont's diverse communities and viewpoints.



DEVELOP NEW PROGRAMS AND PRACTICES

This pathway will identify new programs and tools that help increase the pace, quality and impact of our conservation investments to expand our ability to meet our conservation goals.



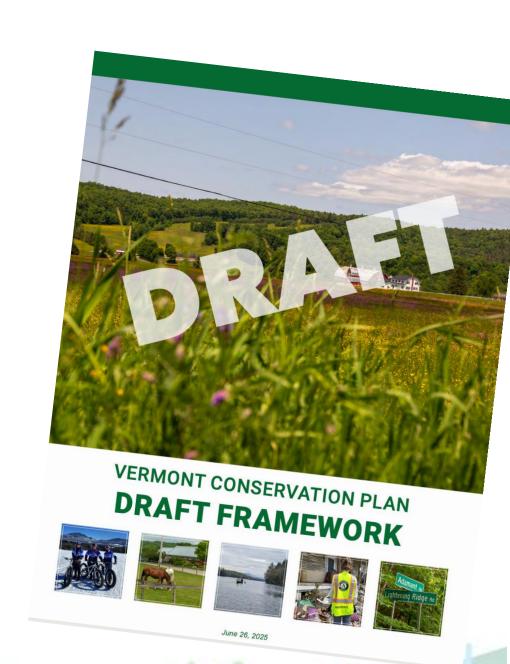




Framework Report – updated with:

- Foreword sets context
- Connection between 'Community Resilience and Biodiversity'
- Planning Approach Underlying principles (what is / isn't)
- People and the Land a Vermont tradition
 - In addition to Vermont's Working Landscapes
- Engagement to date (Regional Listening Sessions)
- Next Steps and how to be involved

Will be added to the project portal; with comment box



TAC Discussion

Anything to add or clarify regarding the project work to date?



TAC Meeting Schedule 2025/2026 – DRAFT – REVISED 25th Sept

Date	Activity	Format
Thu Sep 25	TAC #5 – Virtual	Virtual
11:00am to 12:00 noon	 Update on procedure for TAC meetings Update on work to date Draft Framework Report Update Public comment 	
Oct / Nov	TAC and Stakeholder Liaison	
	 Project facilitator (David Beurle, Future iQ) work in-person and virtually with individual TAC and stakeholder/ interest groups – gather stakeholder input on concerns and aspirations for the VCP. Stakeholder and public input on Framework Report 	In-person + virtual
Thu Nov 13	TAC #6 - Deep Dive into Pathways and Actions	In-person
9:30am to 1:00pm	 Case-study of building alignment Update on stakeholder engagement Recommended approach to equity framework and engagement Report out on Pathways and Action development Overview of upcoming regional listening sessions Public comment 	
Dec 2/3 + 8/9	Regional Listening Session – Round 2	In-person
Tue / Wed and Mon / Tue	 Four locations – similar model - focused on seeking input and feedback on pathways and initial implementation actions Public comment 	
Thu Jan 22	TAC #7 – Synthesis of input – moving to implementation	In-person
10:30am to 1:30pm	Review and provide input on draft actions Public comment	

Agenda Item #3

Next Steps

- Amended approach for Oct / Nov – to include 1:1 meetings and sector specific outreach
- Nov / Dec Sector specific outreach and Regional Listening Sessions

Agenda Item #4

Opportunity for Public Comment

- Please indicate if you want to comment.
- Comments will be recorded, and any necessary response will be provided after the meeting.



Meeting End

CONCLUSION

Next TAC meeting
In-person
Thursday Nov 13 - 9:30am to 1:00pm

