



**Santa Fe Conservation Trust
Board of Directors Meeting
Tuesday, December 3, 2024
4 pm**

Via Zoom

<https://us02web.zoom.us/j/85287698928?pwd=bzyca0GassRAxu5kOaWaRKuycqNCiY.1>

Meeting ID: 852 8769 8928

Passcode: 816846

AGENDA

1. Call to Order
2. **ACTION ITEM:** Approval of the October 22, 2024 minutes—Quinn Simons (5 mins)
3. Finance Committee Report—Marianne Dwight
 - a. Financials for the period ending October 31, 2024 (10 mins)
 - b. **ACTION ITEM:** Approval of the 2025 SFCT Budget (20 mins)
4. Governance and Nominating Committee Report—Al Reed
 - a. **ACTION ITEM:** Election of New SFCT Board Members for 2025 (10 mins)
 - i. Sandra Ely and James Rivera
5. Land Review Committee Report—Carla Mattix (15 mins)
 - a. **ACTION ITEM:** Resolution to authorize the ED to accept a conservation easement over the Moonfrog Cañada property
6. Trails and Community Conservation Report—Michael Avery (10 mins)
7. Executive Director Report
8. Other Business:
 - a. **Proposed 2025 Board Meeting Dates:**
 - i. Board “Retreat” Saturday, February 8 from 8:30 am to 4 pm;
 - ii. Regular Board Meetings on Tuesdays at 4 pm on April 22, July 22, October 21, December 9.
 - b. **Major Donor/Volunteer Thank You Party:**
 - i. January 23 at the Museum of International Folk Art (5:30 to 7:30 pm)
9. Adjourn **Thank you for your service on the SFCT Board! Have a good holiday season and New Year!**

**Minutes of the
Santa Fe Conservation Trust
Board of Directors Meeting
October 22, 2024, 4:00 p.m.
Universalist Unitarian Church
107 W. Barcelona St. Santa Fe, NM 87501**

1. CALL TO ORDER

This meeting of the Santa Fe Conservation Trust was called to order by Quinn Simons, SFCT Board Chair, at approximately 4:05 p.m. This meeting was conducted as a hybrid with in-person and on-line attendance.

2. ROLL CALL: A quorum was present as shown:

SFCT Board Members Present:

Quinn Simons, Board Chair
Marianne Dwight, Treasurer
Mark Fisher
Carmela Niño
Carmichael Dominguez
Luke Pierpont
Ginny Olcott
Peter Martin
Dennis Romero
Albert Reed
Julie Martinez

Via Zoom:

Ginny Olcott
Michael Avery

Absent:

Brant Goodman

Staff Present:

Sarah Noss, SFCT Executive Director
Melissa Houser, Land Program Manager
Brian Jensen, Org. Advancement Officer
Tim Rogers, Trails Program Manager
McAllister Yeomans, Operations Manager
Melanie Solis Alvarez, Stewardship Associate
Antoinette Armijo-Rougemont, Accounting Associate
Joanne Smoger, Events & Dev. Officer
Ariel Patashnik, Land Protection Prog. Mngr.

3. APPROVAL OF THE MINUTES

Motion: *Quinn Simons moved to approve the minutes as presented, Albert Reed seconded the motion, and the motion passed unanimously.*

4. APPROVAL OF CONSENT AGENDA

Sarah reviewed the consent agenda.

MOTION: *Carmichael Dominguez moved to approve the Consent Agenda, Quinn Simons seconded the motion. **The motion passed unanimously.***

5. Finance Committee Report

Marianne stated that we're doing better now than last year. She likes the bottom line. There's a separate report for the fundraiser and we did twice as good this year than last year. Joanne stated that we're still finalizing the numbers. Marianne stated that you can see where the money came from and where it went – great news. If we look at the statement of activities, some grant funds haven't come in yet, so there's a few items we're under budget in, and we have some invoices to submit to the city and county for trail maintenance.

Sarah stated that we have a grant pending for \$290k for the accessible trail from the NM Outdoor Recreation Division. The S.L. Gimbel Foundation has invited us to apply for a \$100,000 grant for hydroseeding on the Galisteo Property, though this will probably not come in until next year.

Marianne asked where we're at with the easement fees. Ariel stated we're currently at \$30k, but we have funds coming in and more people are interested in the quick start program. We'll need to fine tune it going forward. McAllister said we're supposed to book it as income when we sign the engagement letter. Marianne asked for further comments. There were none.

6. Governance and Nominating Committee Report

Al stated that there were four potential board members that the committee met with. Aaron Shubach and Elizabeth Bremner were too busy to join the board currently. The two being recommended to the board are Sandra Ely and James Rivera, and their bios are in the packet. Sandra Ely came on the Bears Ears trip with us and is assisting us with meeting with the State Land Office to talk about mineral rights on the Apache Canyon land. Ideally, if we sold it to the Forest Service, the FS would like to own the mineral rights. SLO is unlikely to let go of the mineral rights, however. James Rivera is from Pojoaque Pueblo and was introduced by Antoinette because he was on the Fiesta Council with her. He's done a lot of lobbying and

knows people at the legislature, as well as the Eight Northern Indian Pueblos Council. He said he'd like to be on the board because we're doing things that are important to him.

7. Donor Engagement Committee Report

Quinn asked Mark to provide us with an update on the Donor Engagement Committee status. Mark stated that we have the thank you notes coming up, and he appreciates the work done on that. Brian stated that everyone has their packet and they should shoot for a response by 11/1 to get them out before the end of year appeal. The appeal is going out the week before Thanksgiving.

8. Stand Up for Nature 2024 Report

Joanne gave an update of on the Stand Up for Nature fundraising event on September 7. Joanne stated that we had \$128k in paddle raises and that the auctioneer was a good investment. We had about 350 people who came to the event. We also had 40 sponsors that gave much larger amounts than usual. She thanked everyone at the table for paddle raises, buying tickets, etc. We were packed and this was our most successful fundraiser to date. Sarah said that Bill McKibben brought in a whole new crowd to the party and they were enthusiastic about the work of SFCT. It paid off in big ways. There were a bunch of new donors at \$500 and above. We paid him his fee but had him do three additional talks at three schools. He spoke to 350 students at Santa Fe High School, 350 students at Capital High School, and 700 students at Santa Fe Indian School. They had awesome questions for him. When we went to the Indian School, we met the head of the environmental services department. He takes classes out to do field work every week. Sarah stated that we will be bringing his kids out to Galisteo and Riverhaven in November and December. It opened doors for us. We found underwriters for Bill McKibben. La Fonda gave him a suite, we bought him food. It was a lot of planning but really worth it. We've set a standard for ourselves. She said that we decided to move the party to October next year. We're looking at Oct. 4th. The major donor volunteer party is scheduled for January 23rd, the board retreat will be on February 8th, and Banff is scheduled for March 18th and 19th, so plan your vacations around those. Right now, SUN is around \$180k net. She thanked Joanne and her committee. Quinn congratulated everyone on their hard work.

9. Executive Director Report

See written report in the board packet. Sarah stated that she emailed her report on Monday morning: the Galisteo Property renaming process is underway: Chris Chavez, James Rivera, Carmichael, Carla, Jerry Rogers - former Regional Director at the NPS, Christina Flanagan-nearby neighbor, Denise Lynch from Galisteo, and our consultants all attended. It was a really great first meeting. On October 12th many people in the group went out to the property. There will be two more visits on Nov. 1 and 2. We're inviting volunteers, trail volunteers, and as many people to do a walk about as possible to let them experience it, then they'll receive a survey that asks about feelings and impressions, memories, experiences, and then the survey

responses will be given to the committee to help come up with suggestions for a name. We hope the names will be brought to the board in February. The fact that we're involving so many people, we should get a representative feeling of how people feel about the property and help the naming process.

10. Trails and Community Conservation Report

Tim stated there were 773 Vámanos walkers this year. In the past it's been around 500. We got an outdoor marketing grant to pay for additional flyer inserts in newspapers. Passport to trails – Tim said we're going to break a record, and will have taken out 400 kids by the end of the year. Tim shared some thoughts from the kids – at Picacho one kid said "this is paradise", another kid said "I'd rather walk all day than go to school". Brian chimed in about his experience with a group of boys on his walk that broke out into song together. Tim reported that trail maintenance is going great. Tim said that we're switching from Dale Ball to La Tierra now. He visited La Tierra yesterday and the trails were taken out by the rain. On the trail advocacy front, Tim is interested in the Rio en Medio trail. Tim said there was a meeting with USFS, and they talked about reopening the trail. He mentioned that land west of La Tierra trails is for sale and concerned community members have reached out to SF County about it. It's strategic land on Camino La Tierra, at the mailboxes. There's lots of value and we'll see if we can help preserve at least a big chunk of it. Ariel said there's about 320 acres are for sale. Tim said what's east of Camino Frijoles is the most valuable. Tim said there's the possibility of a trail at Oshara, and another La Tierra re-route.

11. Land Conservation Report

New Projects: Sarah asked Ariel to give a re-cap of her projects. Ariel said we have five active projects - Rancho las lagunas in Nambe, a Total Transaction project; a Quickstart project to amend the Pecos River Open Spaces (PROS) easement to add a bridge on the river; Southpass Ranch in San Miguel County, which is also close to some existing easements; Pond Tract with the Forest Trust in Tesuque - we will close on that this fall; and we're working on another easement in Cañada de los Alamos. There's also a couple other possibilities, one of which is in Abiquiu.

Stewardship Update: Melissa talked about amendments for Heart and Soul 2 and 3. Amending these will merge two CEs into one, move the building envelopes and fix a violation as the landowners have set up temporary buildings outside of the building envelope. Turner 2 amendment has a legal description error that needs to be corrected. On the fee properties, at Apache Canyon we're working on the forestry management plan with a grant and we're going out this Thursday to put a plan together. We're also working on the Galisteo property Ebird workshops with funding from Cornell lab and planting bushes for bird habitat. At Riverhaven, Melissa said the plan is to overlay an easement on the property with the Taos Land Trust. We are also working on a management plan for the property and will do some clean up on the

property soon. Melissa and Melanie have completed all of the ground monitoring. 80 were flown over in the last two weeks. We'll make sure 100% have been monitored.

Accreditation Renewal: Ariel said we're submitting our re-accreditation pre-application next week. In early December we'll find out which projects were selected for review. We provide them a list of all 109 conservation easements and our fee properties and they pull a list of usually 5. full application is due in February and Melissa said there's an organizational statement, a press release, legal notice, statements, and policies, to be uploaded. Ariel said if anyone wants information to let her know. Sarah thanked them for all the work.

12. Group Discussion

Sarah handed out a hand-written organizational chart, showing the different staff positions and responsibilities. Since she started in 2016, income has tripled and we have gone from five to nine staff members. The growth of our responsibilities has grown faster than our capacity. Sarah said that while we have brought on more employees to help staff do their jobs, the administrative load for her and Brian is now very heavy. She would like to propose hiring additional staff and/or hiring contractors where appropriate to increase capacity, specifically for communication and community engagement activities.

Sarah oversees all the activities of the organization and attends as many committee meetings as she can, and has many other responsibilities, including working on the strategic plan, annual calendar, job reviews, communications, outreach, major donors, Bears Ears and insider tours. Brian helps her with paperwork log jams, and does his own programs like Dark Skies monitoring, runs Vámanos, board duties, is a key player in new projects like re-naming, assisting on accessible trail project management, supporting events, PR, marketing, Atalaya lunch, and star party support. But with a budget now three times larger than when Sarah started, Sarah needs to focus more on major donors, planned giving, board development and support, fundraising and being in the community, all things that are getting squeezed as administrative duties increase.

McAllister, now with the help of Antoinette, pays bills and processed donations and acknowledgement letters, prepares financial statements, IT support, event support, website and database, print and email newsletters, office management, grant tracking, audit and 990, and organizes the finance committee.

Joanne's responsibilities are the SUN party, Stargazing party, a land owner lunch which was a new innovation this year, volunteer coordination, donor party, Atalaya legacy luncheon support, Banff and SUN committees.

On the Land side, Ariel works on new conservation projects, and the five active projects that we have is a full workload for one employee. Melissa, with Melanie's assistance, handles all of the monitoring and stewardship for all of our existing conservation properties, a perpetual and ongoing duty, in addition to management and projects on our fee properties. The Galisteo

Property has added a whole new dimension to this work, with wetland and rangeland restoration work with consultants and volunteers, as well as the accessible trail project and parking area. There is potential for a new employee to handle restoration work, something that we could also do as a fee for service activity.

Tim runs the Trails program, which includes coordinating volunteers for maintenance of all City dirt trails and connecting trails, running the Passport to Trails program, GUSTO and trail advocacy, and writing grants and proposals for POs.

Sarah said she went to the Land Trust Alliance conference recently, and many other executive directors of other land trusts said that they had staff that focused on communications, outreach, and even took on management responsibilities. Many other EDs are trying to spend as much as 70% of their time in the community. Another thing they often said was that once an organization gets to around 10 employees, there needs to be more of a hierarchy and segmentation, and a change to how things are done, as in a smaller org, everyone is a generalist, but at some point, there needs to be more of a hierarchical structure. Sarah would like to look into organizational growth grants and talking to major donors to help cover the additional costs of hiring consultants, contractors and bringing on new staff members. First and foremost is the need for assistance with communications and administration of community programs.

Carmichael said we can re-organize to manage what we have, hire temps, or reorganize to plan for the future workload. He stated that the boards he's worked on, there's a fine line: there's the organization that is controlled by the ED, then there are organizations that are controlled by the board giving direction to ED. This one is good because there's a good balance. He felt that we should consider investing in the organization, as there is funding available. Quinn stated that his feeling about this discussion, regardless how long Sarah is here, is that the organization is set up in such a way that we would be in a very difficult position if she left. We wouldn't continue to thrive at the same pace. We owe it to analyze the structure and make it an organization that can continue to grow and thrive. There's no reason to stagnate. There's a lot of work to do in this community. We can do more and better. He added that he'd like to engage in this process and see if we can figure out ways to make this organization bigger and better.

The strategic plan, a three-year plan passed in 2021, needs to be updated. Sarah said that she's coming up with a draft for the executive committee. However, as we work on updating it, and since one is needed for re-accreditation, staff suggested that we could extend the current one to five years. There was unanimous consent to extend the current strategic plan until the new one is in place. We could move forward to look at something at the board retreat.

We're on a roll, we got all those policies passed. Quinn thanked all of the staff for their great work. Next board meeting on Dec. 3rd. She invited the board to come out on Nov 1st or 2nd to the Galisteo property and reminded them that we're going to send everyone the survey.

Quinn thanked everyone and motioned to adjourn at 6:21 PM.

Santa Fe Conservation Trust
Statement of Financial Position
As of October 31, 2024

	<u>Oct 31, 24</u>	<u>Oct 31, 23</u>	<u>\$ Change</u>
ASSETS			
Current Assets			
Checking/Savings			
1020 - Century Checking 0255	324,336	78,195	246,141
1040 - Schwab Investment Acct -0185			
1041 - Operating Reserve	469,189	382,091	87,098
1042 - Special Initiatives Fund	187,098	152,767	34,331
1043 - Stewardship & Defense	1,041,539	844,200	197,340
1044 - Galisteo Property S&D	265,872	223,267	42,604
Total 1040 - Schwab Investment Acct -0185	<u>1,963,698</u>	<u>1,602,325</u>	<u>361,373</u>
1050 - Schwab Money Mkt -6333			
1051 - OpRes Money Mkt	407,001	516,017	-109,016
1052 - Spec Init Money Mkt	89,881	182,409	-92,528
1053 - Galisteo Property Tax Credit	184,239	175,255	8,984
Total 1050 - Schwab Money Mkt -6333	<u>681,122</u>	<u>873,681</u>	<u>-192,560</u>
1060 - Schwab Endmt Account -5995	1,196,204	1,009,022	187,181
1090 - Petty Cash	200	200	0
Total Checking/Savings	<u>4,165,558</u>	<u>3,563,423</u>	<u>602,135</u>
Accounts Receivable			
1200 - Accounts Receivable	26,616	113,750	-87,134
Total Accounts Receivable	<u>26,616</u>	<u>113,750</u>	<u>-87,134</u>
Other Current Assets			
1100 - P/R Clearing	16,927	0	16,927
1250 - Prepaid Expenses	12,209	2,985	9,225
1499 - Undeposited Funds	359	391	-32
Total Other Current Assets	<u>29,494</u>	<u>3,375</u>	<u>26,119</u>
Total Current Assets	<u>4,221,669</u>	<u>3,680,548</u>	<u>541,120</u>
Fixed Assets			
1610 - Fee Land	3,633,836	3,633,836	0
1615 - Planning Fees	22,130	22,130	0
1640 - Furniture, Fixtures & Equip.	4,493	4,493	0
1650 - Vehicle	17,000	17,000	0
1690 - Accumulated Depreciation	-21,493	-21,493	0
1695 - Accum. Amortization	-4,303	-2,827	-1,475
Total Fixed Assets	<u>3,651,663</u>	<u>3,653,138</u>	<u>-1,475</u>
Other Assets			
1700 - Security Deposits	2,500	2,500	0
1900 - SFCF Endowments			
1910 - SFCF Stewardship Fund	114,443	110,783	3,660
1920 - SFCF Easement Fund	39,138	37,882	1,256
Total 1900 - SFCF Endowments	<u>153,580</u>	<u>148,664</u>	<u>4,916</u>
Total Other Assets	<u>156,080</u>	<u>151,164</u>	<u>4,916</u>
TOTAL ASSETS	<u><u>8,029,412</u></u>	<u><u>7,484,851</u></u>	<u><u>544,561</u></u>

Santa Fe Conservation Trust
Statement of Financial Position
As of October 31, 2024

	<u>Oct 31, 24</u>	<u>Oct 31, 23</u>	<u>\$ Change</u>
LIABILITIES & NET ASSETS			
Liabilities			
Current Liabilities			
Accounts Payable			
2000 · Accounts Payable	46,750	14,262	32,489
Total Accounts Payable	<u>46,750</u>	<u>14,262</u>	<u>32,489</u>
Credit Cards			
2001 · Century MC -5276	3,203	629	2,574
Total Credit Cards	<u>3,203</u>	<u>629</u>	<u>2,574</u>
Other Current Liabilities			
2010 · Payroll Liabilities	19,345	15,107	4,238
2200 · Pass Through Payables	3,788	5,525	-1,737
Total Other Current Liabilities	<u>23,133</u>	<u>20,632</u>	<u>2,500</u>
Total Current Liabilities	<u>73,086</u>	<u>35,523</u>	<u>37,563</u>
Total Liabilities	<u>73,086</u>	<u>35,523</u>	<u>37,563</u>
Net Assets			
3010 · Without Donor Restrictions	4,793,311	4,595,560	197,751
3100 · Board Designated Net Assets	276,979	330,066	-53,088
3200 · With Donor Restrictions			
3210 · Temp Restricted Net Assets	204,903	164,614	40,289
3230 · Stewardship & Defense	1,041,539	844,200	197,340
3240 · Galisteo Property S&D	265,872	223,267	42,604
3250 · Thaw Endowment	1,196,204	1,009,022	187,181
3260 · SFCF Endowments	153,580	148,664	4,916
Total 3200 · With Donor Restrictions	<u>2,862,098</u>	<u>2,389,768</u>	<u>472,330</u>
Net Income	<u>23,938</u>	<u>133,934</u>	<u>-109,996</u>
Total Net Assets	<u>7,956,326</u>	<u>7,449,328</u>	<u>506,998</u>
TOTAL LIABILITIES & NET ASSETS	<u><u>8,029,412</u></u>	<u><u>7,484,851</u></u>	<u><u>544,561</u></u>

Santa Fe Conservation Trust
Statement of Activities Budget vs. Actual
January through October 2024

	Jan - Oct 24	Budget	\$ Over Budget
Operating Income/Expense			
Income			
4000 - Contributions & Gifts			
4010 - General Gifts	217,511	175,000	42,511
4020 - Restricted Gifts	3,500	41,667	-38,167
4060 - Mid-Year Appeal	41,247	30,000	11,247
Total 4000 - Contributions & Gifts	262,258	246,667	15,591
4100 - Grants			
4110 - Unrestricted Grants	115,000	123,125	-8,125
4120 - Restricted Grants	83,208	121,125	-37,918
4130 - Government Grants	37,627	209,583	-171,956
Total 4100 - Grants	235,835	453,833	-217,999
4900 - In-Kind Contributions	1,000	1,000	0
5000 - Program Service Revenue			
5010 - Project Fees	1,767	6,667	-4,900
5020 - Easement Fees	29,400	38,083	-8,683
5080 - Point of Entry Events	20,470	20,833	-364
Total 5000 - Program Service Revenue	51,637	65,583	-13,947
5500 - Fundraising Events			
5530 - Banff Film Festival			
5531 - Banff Gift Revenue	36,485	45,000	-8,515
5532 - Banff Non-Gift Revenue	13,077	16,000	-2,923
5533 - Banff Expenses	-13,687	-16,000	2,313
Total 5530 - Banff Film Festival	35,876	45,000	-9,124
5560 - Fundraiser Event			
5561 - Fundraiser Gift Revenue	235,261	173,000	62,261
5562 - Fundraiser Non-Gift Revenue	33,760	16,000	17,760
5563 - Fundraiser Expenses	-92,198	-95,000	2,802
Total 5560 - Fundraiser Event	176,823	94,000	82,823
Total 5500 - Fundraising Events	212,698	139,000	73,698
Total Income	763,427	906,083	-142,656
Gross Revenue	763,427	906,083	-142,656
Expense			
7000 - Personnel			
7010 - Officer & Director Salaries	99,722	99,722	0
7020 - Other Employee Salaries	422,269	422,269	0
7030 - Retirement Contributions	15,513	14,795	718
7040 - Employee Healthcare	69,111	71,204	-2,093
7050 - Payroll Taxes	53,851	53,855	-4
Total 7000 - Personnel	660,465	661,845	-1,380
7100 - Contract Services			
7120 - Legal Fees	0	750	-750
7130 - Accounting Services	13,325	12,729	596
7160 - Professional Services	17,096	14,167	2,930
Total 7100 - Contract Services	30,421	27,646	2,776
7200 - Gifts	164	1,083	-920
8000 - Occupancy			
8010 - Rent	30,450	27,650	2,800
8020 - Utilities	1,513	1,708	-196
8030 - Telephone & Internet	3,712	4,167	-455
Total 8000 - Occupancy	35,675	33,525	2,150

Santa Fe Conservation Trust
Statement of Activities Budget vs. Actual
January through October 2024

	Jan - Oct 24	Budget	\$ Over Budget
8100 · Office Expenses			
8110 · Supplies	1,927	2,083	-156
8120 · Postage	2,091	3,125	-1,034
8130 · Printing & Production	14,583	12,917	1,666
8140 · Equip. Lease & Maint.	2,061	2,833	-773
Total 8100 · Office Expenses	20,661	20,958	-297
8200 · Business Expenses			
8210 · Advertising	1,938	6,667	-4,728
8220 · Information Technology	1,622	4,167	-2,544
8260 · Insurance	9,746	9,167	580
8270 · Licenses & Fees	8,731	9,583	-853
Total 8200 · Business Expenses	22,038	29,583	-7,546
8300 · Travel & Meetings			
8310 · Vehicle & Travel	2,469	2,500	-31
8320 · Events & Meetings	19,606	13,750	5,856
Total 8300 · Travel & Meetings	22,075	16,250	5,825
9000 · Mission Program Expenses			
9100 · Land Program			
9110 · CE Expenses	17,823	105,417	-87,594
9120 · CE Stewardship Expenses	15,698	17,275	-1,577
9130 · Land Trust Alliance	12,332	20,000	-7,668
9140 · CE Insurance	4,776	4,583	193
9150 · Fee Land Expenses	123,280	154,417	-31,136
9160 · Land Legal Fees	5,098	18,333	-13,235
Total 9100 · Land Program	179,006	320,025	-141,019
9500 · Trails Program			
9510 · Maintenance & Construction	3,049	6,667	-3,618
Total 9500 · Trails Program	3,049	6,667	-3,618
9700 · Community Conservation			
9705 · Dark Skies Expenses	89	4,167	-4,078
9710 · Passport to Trails	6,265	5,000	1,265
9720 · Vamonos	29,010	8,333	20,677
9730 · Point of Entry Events	8,174	8,750	-576
9740 · Safe Routes to School	178	178	0
9750 · Education & Training	274	1,000	-726
Total 9700 · Community Conservation	43,989	27,428	16,561
9900 · In-Kind Facilities	1,000	1,000	0
Total 9000 · Mission Program Expenses	227,044	355,120	-128,075
Total Expense	1,018,544	1,146,011	-127,467
Net Operating Income	-255,117	-239,928	-15,190
Non-Operating Income/Expense			
Other Income			
10000 · Investment Income & Expense			
10010 · Investment Change in Value	173,257	0	173,257
10020 · Endowment Change in Value	13,572	0	13,572
10030 · Interest & Dividends	95,580	0	95,580
10040 · Investment Management Fees	-3,354	0	-3,354
Total 10000 · Investment Income & Expense	279,056	0	279,056
Total Other Income	279,056	0	279,056
Net Non-Operating Income	279,056	0	279,056
Net Income	23,938	-239,928	263,866

Santa Fe Conservation Trust
Statement of Cash Flows
January through October 2024

	<u>Jan - Oct 24</u>
OPERATING ACTIVITIES	
Net Income	23,938
Adjustments to reconcile Net Income to net cash provided by operations:	
1200 - Accounts Receivable	169,949
1100 - P/R Clearing	-16,927
1250 - Prepaid Expenses	704
2000 - Accounts Payable	26,541
2001 - Century MC -5276	-811
2010 - Payroll Liabilities:2070 - SUTA Payable	133
2010 - Payroll Liabilities:2100 - Retirement Payable	-2,138
2010 - Payroll Liabilities:2110 - HSA Payable	-459
2200 - Pass Through Payables:2212 - Trails Alliance of Santa Fe	-1,479
Net cash provided by Operating Activities	<u>199,451</u>
INVESTING ACTIVITIES	
1910 - SFCF Stewardship Fund:1912 - Principal Fund Balance	2,589
1920 - SFCF Easement Fund:1922 - Principal Fund Balance	888
Net cash provided by Investing Activities	<u>3,477</u>
FINANCING ACTIVITIES	
3010 - Without Donor Restrictions	-189,310
3100 - Board Designated Net Assets	-51,181
3200 - With Donor Restrictions:3230 - Stewardship & Defense	118,844
3200 - With Donor Restrictions:3240 - Galisteo Property S&D	20,715
3200 - With Donor Restrictions:3250 - Thaw Endowment	88,818
3200 - With Donor Restrictions:3260 - SFCF Endowments	-3,477
Net cash provided by Financing Activities	<u>-15,591</u>
Net cash increase for period	187,337
Cash at beginning of period	3,978,580
Cash at end of period	<u><u>4,165,917</u></u>

Santa Fe Conservation Trust

Draft Budget

12-Month Rolling Average, Three-Years Actuals, 2025 Budget

	ACTUALS	BUDGET	AVERAGE	BUDGET	
	Oct 23-Sep 24	Oct 23-Sep 24	2021-2023	2025	NOTES
Operating Income/Expense					
Income					
4000 - Contributions & Gifts					
4010 - General Gifts	222,775	207,500	206,850	231,850	3-yr avg + 25k
4020 - Restricted Gifts	32,500	40,000	397,035	25,000	8-year mean
4060 - Mid-Year Appeal	40,822	30,000	38,332	38,332	3-yr avg
4090 - EOY Appeal	130,990	103,500	178,551	145,551	3-yr mean
Total 4000 - Contributions & Gifts	427,087	381,000	820,768	440,733	
4100 - Grants					
4110 - Unrestricted Grants	184,450	134,000	124,233	232,500	See grant schedule
4120 - Restricted Grants	137,958	135,012	539,875	192,500	See grant schedule
4130 - Government Grants	64,789	232,715	177,774	89,000	See grant schedule
Total 4100 - Grants	387,196	501,727	841,883	514,000	
5000 - Program Service Revenue					
5010 - Trail Service Revenue	1,767	10,825	72,947	5,000	Non-governmental trail work
5020 - Land Service Revenue	31,020	53,300	23,363	40,000	CE Fees, EMNRD & Forestry
5080 - Community Events	24,880	25,000	21,265	25,000	All mission-related events
Total 5000 - Program Service Revenue	57,667	89,125	117,575	70,000	
5500 - Fundraising Events					
5530 - Banff Film Festival					
5531 - Banff Gift Revenue	45,690	45,000	38,741	45,000	Sponsorships
5532 - Banff Non-Gift Revenue	13,397	16,000	16,340	16,000	Ticket Sales
5533 - Banff Expenses	-13,687	-16,000	-13,669	-16,000	
Total 5530 - Banff Film Festival	45,401	45,000	41,412	45,000	
5560 - Fundraiser Event					
5561 - Fundraiser Gift Revenue	241,393	173,000	130,388	180,000	Donative portion of Spons. & Tix
5562 - Fundraiser Non-Gift Revenue	33,760	16,000	8,525	35,000	Fair Market Value of Tix, etc.
5563 - Fundraiser Expenses	-93,438	-95,000	-57,644	-115,000	Incl. Hutton @ 20k
Total 5560 - Fundraiser Event	181,714	94,000	81,269	100,000	
Total 5500 - Fundraising Events	227,115	139,000	122,681	145,000	
Total Income	1,099,065	1,110,853	1,902,908	1,169,733	
Gross Revenue	1,099,065	1,110,853	1,902,908	1,169,733	

Santa Fe Conservation Trust

Draft Budget

12-Month Rolling Average, Three-Years Actuals, 2025 Budget

	ACTUALS	BUDGET	AVERAGE	BUDGET	
	Oct 23-Sep 24	Oct 23-Sep 24	2021-2023	2025	NOTES
Expense					
7000 · Personnel					
7010 · Officer & Director Salaries	121,867	120,555	101,034	117,035	* 2.5% COLA
7020 · Other Employee Salaries	512,327	507,017	375,910	520,714	* 2.5% COLA
7030 · Retirement Contributions	18,038	17,962	13,550	19,132	3% of Salaries
7040 · Employee Healthcare	77,651	81,146	41,867	85,096	** 9% Increase July 1
7050 · Payroll Taxes	61,710	61,570	35,829	55,481	FICA, SUTA & WC-1
Total 7000 · Personnel	791,594	788,251	568,190	797,458	
7100 · Contract Services					
7120 · Legal Fees	0	975	949	1,000	Placeholder
7130 · Accounting Services	23,917	12,206	12,473	13,000	Audit, 990 & Payroll Services
7160 · Professional Services	20,126	17,381	7,978	25,000	Janitorial, Social Media & IT
Total 7100 · Contract Services	44,043	30,563	21,399	39,000	consulting
7200 · Gifts	1,166	1,250	1,002		
8000 · Occupancy					
8010 · Rent	35,900	33,100	32,050	34,100	W/ renewal of lease Aug. 1, 2025
8020 · Utilities	1,745	2,037	1,736	1,800	
8030 · Telephone & Internet	4,675	5,125	4,971	4,500	
Total 8000 · Occupancy	42,321	40,263	38,757	40,400	
8100 · Office Expenses					
8110 · Supplies	1,952	2,425	2,336	2,400	
8120 · Postage	2,762	3,537	3,180	3,300	
8130 · Printing & Production	19,660	15,625	14,340	20,000	Annual Report, Letterhead, etc.
8140 · Equip. Lease & Maint.	3,314	3,462	3,074	3,000	
Total 8100 · Office Expenses	27,687	25,050	22,930	28,700	
8200 · Business Expenses					
8210 · Advertising	1,929	7,250	2,946	5,000	New address, ADA trail opening
8220 · Information Technology	4,964	6,000	4,775	6,250	
8260 · Insurance	11,393	11,000	9,804	10,000	
8270 · Licenses & Fees	9,252	10,125	9,163	9,200	
Total 8200 · Business Expenses	27,538	34,375	26,688	30,450	
8300 · Travel & Meetings					
8310 · Vehicle & Travel	3,409	3,375	4,146	3,600	
8320 · Events & Meetings	21,011	14,888	6,994	12,000	Board, Committee & Dev. Mtgs.
Total 8300 · Travel & Meetings	24,419	18,263	11,140	15,600	

Santa Fe Conservation Trust
Draft Budget
12-Month Rolling Average, Three-Years Actuals, 2025 Budget

	ACTUALS	BUDGET	AVERAGE	BUDGET	
	Oct 23-Sep 24	Oct 23-Sep 24	2021-2023	2025	NOTES
9000 · Mission Program Expenses					
9100 · Land Program					
9110 · CE Expenses	22,436	116,113	30,856	192,000	See Land Schedule
9120 · CE Stewardship Expenses	15,681	18,048	9,494	17,200	
9130 · Land Trust Alliance	12,816	19,250	5,895	23,190	Membership + 3 to Rally
9140 · CE Insurance	5,624	5,459	4,919	6,270	Terrafirma CE Insurance
9150 · Fee Land Expenses	84,206	148,484	56,091	461,066	See Land Schedule
9160 · Land Legal Fees	14,529	21,639	7,354	7,000	Instream flow
Total 9100 · Land Program	155,290	328,992	114,609	706,726	
9500 · Trails Program					
9510 · Maintenance & Construction	2,163	6,500	9,647	5,000	Tools, signage, etc.
Total 9500 · Trails Program	2,163	6,500	9,647	5,000	
9700 · Community Conservation					
9705 · Dark Skies Expenses	2,014	5,188	898	0	
9710 · Passport to Trails	2,336	5,375	2,783	8,124	
9720 · Vamonos	28,420	8,500	3,535	15,000	
9730 · Community Events	9,490	10,375	8,746	22,000	All mission-related events
9740 · Safe Routes to School					
9741 · SRTS Contractor Expense	15,330	0	33,604	0	SRTS passed to SFPS
9742 · SRTS Misc	862	178	8,644	0	Account will be deactivated
Total 9740 · Safe Routes to School	16,192	178	42,247	0	
9750 · Education & Training	274	900	96		
Total 9700 · Community Conservation	58,725	30,515	58,305	45,124	
9900 · In-Kind Facilities	1,200	1,200	1,508	1,200	
Total 9000 · Mission Program Expenses	217,379	367,207	184,069	758,050	
Total Expense	1,176,146	1,305,220	874,176	1,709,659	
Net Operating Income	-77,081	-194,368	1,028,732	-539,926	

* <https://www.ssa.gov/oact/cola/colaseries.html>

** <https://www.healthsystemtracker.org/brief/how-much-and-why-aca-marketplace-premiums-are-going-up-in-2025>

Santa Fe Conservation Trust
Draft Budget
12-Month Rolling Average, Three-Years Actuals, 2025 Budget

Cash Offsets and Adjustments to Operating Budget

Communications Consultant

Proposed 15 hrs/wk @\$50

-39,000

Total Communications Consultant

-39,000

Conservation Easement fees received in 2024 for projects closing in 2025

Moonfrog CE Fee

12,700

received 2024

Bingham CE Fee

12,700

received 2024

Total CE fees received in 2024

25,400

Grants received in prior years, remainder to be spent down in 2025

Outdoor Recreation Division - Trails+ Grant for Accessible Trail

292,319

awarded, not yet received

Larsen Fund: Trail Development Fund

7,184

received 2016

Bobbie & Stanton Cook Family Foundation - Galisteo Property

38,589

received 2022 & 2023

Cornell University - Ornithology Grant

4,825

received 2024

Land Trust Alliance - Land & Climate Grant (for Appache Canyon)

5,800

received 2024

FHL Foundation - Community Conservation Programs

16,608

received 2024

Wallace Genetic Foundation - Instream Flow

17,628

received 2024

Land Trust Alliance - Western Innovation Grant

4,288

received 2024

Total grants received 2024

387,241

Distributions and transfers from accounts to cover project costs and operations

	Principal 9/30/2023	Distribution	Amount
Distribution from Stewardship	1,062,308	4%	42,492
Distribution from Operating Reserve	883,715	4%	35,349
to offset communications consultant			
Distribution from Galisteo Property Stewardship			11,797
Special Initiatives funding for Conservation projects			
PC 16 amendment (QuickStart CE)			30,000
New Quickstart project TBD			40,000
Rancho Las Lagunas (Total Transaction CE)			15,000
Riverhaven CE with Taos Land Trust			40,000

App'd at Oct. 2024 Board Mtg.

Part of 2024 transfer
To be repaid with LCIA tax credit

Total distributions and transfers from accounts to cover project costs and operations

214,638

Total Cash Offsets to Operating Budget

588,279

Net Revenue with Cash Offsets

48,352

**Land Program
Revenue Expense Budget 2025**

Category	Item/Project	Expenses	2025 Revenue	2024 Revenue	Notes
Stewardship Expenses					
Software/Subscriptions	SF County online records	300			<i>Approximate. We pay by the record now</i>
Software/Subscriptions	Esri (GIS)	950			<i>Cost for 4 desktop licenses plus online subscription plus 4 blocks of AGOL credits, which should be enough for the year</i>
Software/Subscriptions	Lens	12,000			
Software/Subscriptions	Landscape subscription	1,500			
CE Stewardship	Notices of CE	250			<i>Recording costs for 10, which would be ambitious</i>
CE Stewardship	Title reports for Big Wonderful	2,200			<i>We budgeted for this land year and didn't do it. Do we want to include it again?</i>
Stewardship Expenses Subtotal		17,200			Staff time, mileage, printing, etc not included here
CE Expenses					
Outreach	Landowner outreach: printing, mailing, mileage?	1,000			
Land Protection	Traditional CE TBD	5,000	12,700		<i>Revenue is from landowner fee</i>
Land Protection	Moonfrog Pecos (Traditional CE)	5,000		12,700	<i>Revenue is from landowner fee, rec'd 2024</i>
Land Protection	South Pass Ranch (Traditional CE)	4,000		12,700	<i>Revenue is from landowner fee. Some money already spent in 2024.</i>
Land Protection	QuickStart CE TBD	40,000	40,000		<i>Expenses will be lower than this if we don't pay for appraisal. We'll be paid back in full, but not in 2025. We budgeted for this in 2024 and didn't spend it.</i>
Land Protection	PC 16 amendment (QuickStart CE)	30,000	30,000		<i>We'll be paid back in full, but not in 2025.</i>
Land Protection	Rancho Las Lagunas (Total Transaction CE)	40,000	25,000		<i>We budgeted \$60k for this in 2024 and will have spent only about \$20k by end of 2024. Revenue is from EMNRD reimbursement for transaction costs. These expenses and revenue may extend into 2026.</i>
Land Protection	Total Transaction CE TBD	0			DO WE WANT TO BUDGET FOR THIS?! NO

Land Program
Revenue Expense Budget 2025

Category	Item/Project	Expenses	2025 Revenue	2024 Revenue	Notes
Land Protection	Riverhaven CE donation to TLT	45,000	None next year		<i>\$45k is for transaction costs and does not include stewardship costs. Stewardship payment to TLT and income from tax credit would come in 2026 or later. We budgeted \$10,000 for this in 2024 and spent nothing.</i>
Land Protection	Legal slush fund	2,000			
Land Protection	Instream flow legal (grant)	20,000			<i>This grant is bleeding over into 2025</i>
CE Expenses Subtotal		192,000	107,700		
<i>Fee Land Expenses</i>					
Galisteo Prop	Thornton Ranch Rd Agmt.	2,660			
Galisteo Prop	Cottonwood Tree Trimming	15,000			<i>To remove the "Widow Makers" from the Cottonwood at the Gathering area</i>
Galisteo Prop	Rangeland plan implementation	25,000			<i>Need budget</i>
Galisteo Prop	Volunteer Food	1,500			
Galisteo Prop	Herbicide/sprayer	1,000			
Galisteo Prop	Handsaw/loopers	1,000			
Galisteo Prop	Rock and other materials	3,000			
Galisteo Prop	NMDA Healthy Soil Grant	15,000	15,000		
Galisteo Prop	Cornell Bird Grant	25,000	25,000	14,825	<i>Offset, already received 2024</i>
Galisteo Prop	SL Gimbal Grant	100,000	100,000		<i>hydroseeding</i>
Galisteo Prop	Wildlife Cameras (2)	1,000			<i>These are the cameras that Santa Ana uses. They come with a 5 year warranty. There are cheaper options that can be explored if this is too expensive.</i>
Galisteo Prop	Trails+ Accessible Trail	257,306	292,319		<i>To be received in 2024</i>
Riverhaven	Solar Well	0			<i>Solar panel and new pump installed. Not budgeting for 2025.</i>
Riverhaven	Workday/ cleanup	2,000			
Riverhaven	Steps / Handrailing Removal and Shed clean	2,000			

**Land Program
Revenue Expense Budget 2025**

Category	Item/Project	Expenses	2025 Revenue	2024 Revenue	Notes
Apache Canyon	Forest Management Plan	8,100	2,300	5,800	<i>We received \$5,800 from LTA grant 10/28/2024. The \$2,300 is cost-share from state forestry and is reimbursement after plan is done.</i>
Apache Canyon	Signage	500			
Apache Canyon	Pile burn costs?	1,000			
Fee Land Expenses Subtotal		461,066	434,619		
Land Trust Alliance / Accreditation Commission					
	Land Trust Alliance Membership	5,800			
	3 People to Rally Conference	4,500			
	Land Trust Accreditation Renewal	12,890			
Total LTA/LTAC		23,190			
TOTAL		693,456	542,319		

Grant & Gov Contract Possibilities for 2025	Probability Regular/Possible	Operating	Restricted	Government	Notes
Regular Grantors					
Anya and Henry Bagley Fnd					If Henry wants to do something after Pond Tract
City of Santa Fe, Trails POs	40,000			\$ 40,000.00	Could try to get another contract and maybe add more to it. Might not happen til mid-year if we can do a new contract.
Bobby and Stanton Cook Family Fnd	50,000	\$ 50,000.00			End of year grant usually
Cornell University			\$ 25,000.00		Ornithology Grant
City of Santa Fe, Bike Wayfinding				\$ 19,000.00	\$19k, PO came in October 2024. More in 2025?
Hayes Foundation	50,000	\$ 50,000.00			got \$30k in 2023. May is the time to outreach to them. Maybe a bit sooner.
Lineberry	25,000	\$ 25,000.00			March timeframe. Good to have a meeting with them to see if we can increase the amount?
NMDA - Healthy Soil Grant	15,000			\$ 15,000.00	reseeding the CH
Santa Fe County, Trails PO				\$ 15,000.00	PO or contract possibility to maintain more of the CO trails than just DBT.
Wallace Genetic Foundation	25,000	\$ 25,000.00			We received \$25k operating in 2024
FHL Foundation	15000		\$ 15,000.00		Community Conservation Support
SL Gimbel Foundation			\$ 100,000.00		reseeding the CH
Total Regular Grants	220,000	\$ 150,000.00	\$ 140,000.00	\$ 89,000.00	

Possible Grants (50%)					
Athletic Brewing Company Two For The Trails Grant Program	Possible		\$ 15,000.00		<ul style="list-style-type: none"> • TBD on application date and amount - summer 2025 • https://athleticbrewing.com/pages/two-for-the-trails • Grants have ranged from \$600 - \$50,000, with last round's average award being around \$5,000
National Fish and Wildlife Foundation (NFWF)	Possible				strategize with Melissa - RFP will be around August 2025 for 2026 funding.
Brown Foundation-Louisa Sarofim		\$ 100,000.00			capacity building (gen op) and endowment
Carroll Petrie Foundation			\$ 15,000.00		Native pollinator restoration at Riverhaven?
Doris Goodwin Walbridge Foundation-Save Gaber			\$ 20,000.00		trails program support, or to help cover PR costs to advertize the accessible trail to the disabled community
Frost Foundation		\$ 20,000.00			Gen op or continued values work
Harris Foundation			\$ 5,000.00		Community Conservation Support
McCune Foundation			\$ 50,000.00		capacity building and/or environmental stewardship--need to meet with them
REI Cooperative Action Fund		\$ 15,000.00			if we can reapply for 25-26?
Santa Fe Garden Club		\$ 5,000.00			They gave Botanic Garden \$35k in 24
Santa Fe Community Foundation		\$ 15,000.00			haven't gotten funding since 2021
Thornburg Corporate		\$ 10,000.00			Ask Erin Cave-send wildlife photos
Total Possible Grants		\$ 165,000.00	\$ 105,000.00	\$ -	
Budgeted at 50%		\$ 82,500.00	\$ 52,500.00	\$ -	
Total Regular + 50% Possible Grants		\$ 232,500.00	\$ 192,500.00	\$ 89,000.00	

S A N D R A J A N E E L Y

WORK EXPERIENCE

April 2019-May 2022 New Mexico Environment Department, Environmental Protection Division

Environmental Protection Division Director

- Oversight of the Environmental Health, Occupational Health and Safety, Air Quality, and Radiation Control bureaus until September of 2021 when the Environmental Health, and the Occupational Health and Safety bureaus were transferred to the newly created Environmental Health Division.
- Managed a division with 290 staff and an annual budget of \$30.7 million prior to September 2021 and 121 staff and a \$15 million annual budget after September, 2021.
- Select accomplishments include:
 - Active participation and oversight of NMED's COVID 19 response including creating a rapid response team to assist employers, establishing contact tracing and surveillance testing agreements with businesses, and enforcing the public health orders in occupational settings and restaurants.
 - Implementing the Governor's Executive Order on Climate Change including supporting the interagency Climate Change Task Force, developing clean car rules, standing-up and co-chairing the Methane Advisory Panel and overseeing the development of national leading regulations to reduce ozone pollution and methane in the oil and gas sector.
 - Providing leadership in obtaining legislative amendments to the Air Quality Control Act enabling state air quality regulations to be more stringent than federal law, and to deny or revoke air permits for companies with a history of noncompliance.

February 2015- June 2018 Santa Fe County Utilities

Aamodt Project Manager

- Oversight of all aspects of implementing the Aamodt Settlement Agreement for Santa Fe County. The Settlement Agreement concerns Pueblo and non-Pueblo water rights in the Pojoaque Basin.
- Organized and provided County input on the planning and design of the multi-million dollar Pojoaque Basin Regional Water System to bring a safe and reliable water supply into the Pojoaque Basin.

July 2012-February 2015 New Mexico Environment Department, Air Quality Bureau

Compliance and Enforcement Section Chief

- Managed a program with 21 staff to ensure compliance with state and federal air quality regulations including issuance of notices of violation, assessment of civil penalties, and management of the settlement process.
- Select accomplishments include developing an online system enabling industry to submit compliance reports electronically; coordinating a successful strategic planning process for improving program efficiencies, and initiating and managing a multi-agency Public Servant Leadership Program.

May 2005-July 2012 New Mexico Environment Department*Environment and Energy Policy Coordinator*

- Developed environmental policies and practices to promote clean energy and address climate change.

Select accomplishments include:

- Coordinating activities of the New Mexico Climate Change Advisory Group (CCAG), a collaborative stakeholder process that developed recommendations for reducing greenhouse gas emissions in New Mexico.
- Chairing the New Mexico Climate Change Implementation Team, an interagency team directed by the Governor to implement many of the CCAG recommendations.
- Leading regulatory efforts to adopt the California Clean Car Standard for reducing greenhouse gas emissions (2007), state greenhouse gas reporting rules (2007 and 2010) and state greenhouse gas reduction rules (2010).
- Supporting the successful passage of clean energy legislation including working with stakeholders to draft legislation, providing expert testimony, and educating legislators.
- Representing New Mexico in the Western Climate Initiative to develop multi-jurisdictional strategies for reducing greenhouse gas emissions.

May 1999- May 2005 New Mexico Environment Department, Air Quality Bureau*Bureau Chief*

- Managed a program with 82 staff and an annual budget of approximately \$6.2 million.
- Oversaw all aspects of the air quality program including compliance and enforcement, permitting, planning, and operations.
- Select accomplishments include:
 - Establishing a program to proactively address increasing regional ozone levels in the San Juan Basin.
 - Increasing enforcement activity resulting in significant emission reductions.
 - Reorganizing the Bureau to provide greater efficiency and equity of work among the programs resulting in improved morale and reduced staff turnover.
 - Stabilizing the Bureau budget by streamlining operations and increasing special revenues.

1997-1999 New Mexico Environment Department, Occupational Health and Safety Bureau*Enforcement and Compliance Program Manager*

- Managed a program with 12 staff and oversaw all activities of the OHSB Enforcement and Compliance program to ensure compliance with health and safety regulations.

1994-1997 New Mexico Environment Department, Occupational Health and Safety Bureau*Environmental Scientist and Specialist*

- Performed on-site inspections of New Mexico businesses and issued notices of violation when warranted to ensure compliance with state and federal OSHA regulations.

1984-1999 Registered Nurse

- Provided bedside care at the following hospitals: Mount Sinai (San Francisco, California), Sacred Heart (Eugene, Oregon,) and St Vincent's (Santa Fe, New Mexico).

EDUCATION

1991 University of Oregon, Eugene, Oregon, *M.S. Environmental Studies*

1983 Creighton University, Omaha, Nebraska, *B.S. Nursing Sciences*

1982 University of California, Berkeley, California, *B.S. Conservation and Resource Sciences*

AWARDS

2009 EPA Climate Protection Award recipient “In recognition of exceptional contributions to global environmental protection.”

BOARDS

August 2022 to Present Environmental Improvement Board

The EIB is an environmental regulatory board with seven members appointed by the Governor and confirmed by the state Senate.

PROFESSIONAL LICENSE

New Mexico Registered Nurse License (R33977)

JAMES RIVERA CORNERSTONE GROUP LLC

CORNERSTONE GROUP LLC is a Native American/Veteran owned Company advocating for causes in New Mexico connecting with Federal, State, County, Native governments, private enterprises and businesses for advancement and placement.

CORNERSTONE GROUP LLC serves a link for Government to Government relations and Consultation with Tribal and non-tribal tribal entities that promotes Economic Development, Energy, Education, Environmental issues, Taxation, Transportation, Arts and other relevant issues expanding growth in New Mexico.

Through the years of advocating and working in New Mexico, other states and Washington DC, Cornerstone Group has had the great pleasure to serve in many capacities:

- New Mexico Indian Gaming Association – Public Affairs advisor
- Pueblo of Pojoaque - Government and Public Affairs Advisor
- Pueblo of Pojoaque – Economic Development Advisor
- All Indian Pueblo Council of Governors – Legislative Liaison
- Tri Area Association of Economic Development – NA Liaison
- National Indian Gaming Association – Southwest Area Rep
- NCAI/NIGA – Public Relations strategy team
- North Central Regional Transit District – Chairman/Co-Founder
- New Mexico Native American Tourism – Legislative Advisor
- American Indian Alaskan Native Tourism Association – Co-Founder
- Native American Petroleum Coalition – Co-Founder/Legislative Advisor
- Southwestern Association for Indian Arts - Board member

- Get Out The Vote - Statewide coordinator for Native Americans
- New Mexico Roads Blue Ribbon Task Force – Board Member
- Pueblo Tax Administrators Coalition – Board Member
- Pojoaque Basin Regional Water System – Public Affairs Advisor
- Boys and Girls Club – NA Area Council Legislative Advocate
- NM Rural Response Economic Development Council – Bd Member
- Cultures of the Southwest – Environmental and Conservation Advisor
- New Mexico National Guard Drug Demand Reduction – Public Affairs

Land Review Committee Report
December 3, 2024

ITEMS FOR APPROVAL:

- **Moonfrog Cañada CE:** This donated conservation easement will protect 16 acres in Cañada del Los Alamos adjacent to the Treehouse Camp. The project includes one Building Envelope over two lots. The easement terms will be very similar to the Moonfrog Paseo Segundo easement. The landowner would like to close before the end of the year, and staff have been working toward that goal. The tax credit application and appraisal will be completed after-the-fact, next year.

ACTION ITEM: *Resolution to authorize the ED to accept a conservation easement over the Moonfrog Cañada property*

ACCREDITATION RENEWAL:

- We submitted our pre-application in October and the full application will be due in early February. Staff will be spending a lot of time on this. The accreditation ad-hoc committee will meet on Dec 9th and a January date TBD.

NEW PROJECT NEWS:

- **Pond Tract CE:** This donated easement will protect and ensure public access to a 4-acre parcel in Tesuque that includes a stretch of the Winsor trail. We are working on the baseline and should close this month.
- **PROS Pecos Canyon 16 CE amendment to add acreage:** We started working on this Quickstart project, which will add 12 acres to our existing Pecos Canyon (PC) 16 easement along the Pecos River. The additional acreage lies on the southern rim of the canyon and has natural habitat and scenic conservation values.
- **South Pass Ranch CE:** We started working on a traditional conservation easement over this 1,319-acre property in San Miguel County owned by Sallie Bingham, the local author and philanthropist. The ranch is few miles as the crow flies southeast of our Charles R and Koldyke easements, so its protection will add to a corridor of ranch preservation in San Miguel County. The property includes mesa top and canyon and has very wild-feeling natural habitat. It also has scenic, agricultural, and cultural conservation values. The easement will allow for one building envelope at the site of the current ranch headquarters.
- **Rancho Las Lagunas CE:** Things are going well with this purchased conservation easement that will protect about 100 acres of irrigated farmland in Nambe. We applied for NRCS ACEP-ALE funding of the easement purchase to supplement the state NHCA funding that we've already secured. Our co-holder for the NHCA money will be changing—EMNRD will be taking over from the Santa Fe-Pojoaque Soil and Water Conservation District. Due diligence is underway for the project. The Phase One Environmental Site Assessment came back with no concerns.

CE STEWARDSHIP:

- **Heart and Soul II and III Amendment pending:** An amendment to combine these two adjacent easements into one, relocate two building envelopes and include them as part of the easement, and otherwise improve easement terms is being worked on.
- **Turner II amendment pending:** A simple amendment to correct an error in the legal description of this easement is being worked on.
- **Conservation Easement Monitoring:** Ground monitoring is finished for the year and remote monitoring will be completed before year end. The only new violation we have discovered is some unauthorized trail-building and tree-cutting by a neighbor on the County's Little Tesuque Creek Open Space property. The County is remediating the area and SFCT is helping as appropriate.

FEE PROPERTY STEWARDSHIP:

- **Apache Canyon:** We are in the planning stages for a pile burn this winter that will be managed by the Forest Stewards Guild. A forest management plan for the property is also being produced in the next year, funded by the Land Trust Alliance and State Forestry.
- **Galisteo Property:** We received the Outdoor Recreation Division Trails+ Grant of \$292,319.46 for the accessible trail construction, which will commence sometime in July 2025. The Rangeland Restoration Implantation Plan with Ecotone Landscaping Planning and Resource Management Services has been completed. We will be conducting 3 EBird Workshops - December 14th from 6:30am to 8:30 am; Feb 15 Time TBD and May 17 Time TBD and a shrub planting workshop on April 12th Time TBD planting 30 Winterfat, 15 Three-leaf Sumac with Oya Watering Pots with volunteers to complete the Corenll Grant funding We are applying for an SL Gimbal Grant for \$100,000 for hydroseeding 7-acres of the demolition site. We are looking at the 2025-2026 NMDA Healthy Soil Grant for funding to implement the rangeland plan.
- **Riverhaven:** We had some field trips with Mark Ericson, the Environmental Science Instructor at SF Indian School, and his students to the property. We are contemplating working with the students to help with the Management Plan update. We will start working with Taos LT on a CE donation next year. We may use the Cornell Grant funding to apply to this project in 2025.
- **Atalaya:** No changes have occurred here. We will also need to review and possibly update the Management Plan for this property in 2025.

RESOLUTION
BY
THE BOARD OF DIRECTORS SANTA FE CONSERVATION TRUST

16-acre Cañada - Moonfrog Conservation Easement

NOW THEREFORE, BE IT RESOLVED, that the Santa Fe Conservation Trust authorizes the Executive Director, Sarah Noss, to execute documents necessary to accept a Conservation Easement over 16 acres of land in Cañada de Los Alamos owned by Lola Maverick Moonfrog, Trustee of the Lola Maverick Moonfrog Trust. Initiating any SFCT conservation easement requires approval from at least a two-thirds majority vote of the Board of Directors.

CERTIFICATION

I hereby certify that the foregoing resolution was adopted by the Board of Directors of the Santa Fe Conservation Trust, at a meeting held in Santa Fe, New Mexico, on the 3rd day of December, 2024, at which a quorum was present, by a vote of _____ in favor, _____ opposed, and _____ abstaining.

Brant Goodman, Secretary

Date



Above: View of the Galisteo Property, Summer 2024.

Rich opportunities emerge for SFCT after thirty years of conservation

Sometimes birthdays are an opportunity to assess where you are so you can decide if it is where you want to be, and, if not, figure out what you need to do to get there. Last year's 30th anniversary for the Santa Fe Conservation Trust was no different. We had a moment to celebrate our successes, but we also had the opportunity to see that there are some things we still need and want to do to help the organization grow into its fullest potential. Our revelation about the need for growth came in the form of a conversation we had with Chris Chavez, who at the time was the cultural preservation officer for Kewa Pueblo, and it had to do with the name of the Conservation Homestead, our 300-acre property in the Galisteo Basin. In conversation with Chris while talking about the history of the land, we asked if the word "homestead" should be changed, and he said, without missing a beat, "yes." He went on to explain that the history of homesteading was a painful period for Native Americans, and that, if we want the property to be welcoming to everyone,

including Native Americans, we should consider that the word "homestead" evokes memories of land loss and dispossession for Native Americans. While this particular property was never officially homesteaded as part of the Homestead Act of 1862, it was still referred to as a homestead, and marketed as such, and we carried the word forward without realizing the impact it has on many in our community. So, until we come up with a new name, we call the property simply "the Galisteo Property," because we don't want to use a word that causes anyone pain.

Since talking to Chris and with others about the name, we have found that our original process for naming the property was flawed because we didn't have a diversity of voices at the table to weigh in on it. In particular, we didn't have Native American voices at the table, nor did we realize, when the Board approved it, that not everyone present felt comfortable enough to share their reservations about the name. It might seem like renaming the property should be a quick and simple process, but we now see an open door of opportunity for us to strengthen the organization by bringing in the gift of voices not present in our 31-year history, voices that will enrich the soil from which our programs grow. We are centering Native voices and we are working to ensure that all stakeholders are cultivated, honored and heard in our decision-making going forward.

SFCT's core work is about protecting the iconic landscapes we all love. But land has a complicated history, especially in northern New Mexico where signs of human occupation go back thousands of years. At the Galisteo Property, we had an archaeological survey done of our proposed trails before we put them in. During this process, we found a projectile point that dated back to 5,000 BC. Think about all the history—the life—that has transpired there! Just as gazing at the stars can produce a sense of awe and humility, so, too, can the history of



Left: Participants in the Green Schools Conference hike on the Galisteo Property in March, 2024.

the land. There is so much more to it than just parcel boundaries or a deed of ownership, colonial concepts of land that prevail today. Land literally supports all life, connects us to each other and everything above and below it. So, it is ironic that the environmental movement has not fully represented the diversity of people who care about nature and who are disproportionately impacted by climate change and the loss of biodiversity.

There is much work to do to be sure that our land protection efforts and community programs equitably benefit the diverse communities of northern New Mexico. And, as illustrated above, we know that there are many in our community who we still need to engage. To authentically build these relationships means cultivating respect, trust, cultural humility and cultural sensitivity while addressing economic and other barriers many face in joining our work. You'll see us working on these goals both internally in our hiring and board recruitment, but also as we deepen our commitment to these principles in our conservation and community work, and of course, as we rename the Galisteo Property.

As we move into the next 30 years of SFCT's life, we are grateful for the opportunity that the renaming of the Galisteo Property has given us—to build deeper and more authentic partnerships with more people in our community so that everyone has a place in our work and can see themselves reflected in loving the land and protecting it.



Above: Passport to Trails field trip with Nina Otero Community School students to the Galisteo Property in April, 2023.

Put Your Thinking Caps On!

We hope that you will participate in the renaming of the Galisteo Property. Later this summer, we will be sending you a survey via email (and posting it on our website) that will solicit your ideas for a new name. We will also be meeting in smaller groups and one-on-one with people who have historical or cultural connections to the land. Your input will help to inform the recommendations that the steering committee will make to the SFCT Board. We'd like to get a new name in place by the opening of the new accessible trail to be built on the property, which we hope will be completed by the spring of 2025.

SANTA FE CONSERVATION TRUST

Mission, Vision & Values

While SFCT's mission and vision statement has been guiding our work for years, the Board recently approved a statement about the organization's values, called "Opening the Door of Conservation to Everyone." If these words resonate with you, please join us in our work by donating, volunteering or participating in our programs.

Mission

The Santa Fe Conservation Trust partners with our community to keep northern New Mexico's living lands and people flourishing together. We protect culturally and environmentally significant landscapes, ignite people's passion for nature and enable the continual regeneration of our healthy place.

Vision

We envision a future where everyone in northern New Mexico cherishes nature and works to preserve it for this and future generations.

Opening the Door of Conservation to Everyone

The Santa Fe Conservation Trust actively fosters an organization and conservation movement that is intentionally diverse, equitable and inclusive. We look to nature as our guide, working to support and connect a human ecosystem that is equally complex, resilient, thriving and full of variety.

We acknowledge that land in northern New Mexico carries with it a complicated history that includes successive and ongoing waves of displacement and dispossession. We also acknowledge that land conservation and the environmental movement have historically underrepresented a diversity of people who cherish the natural world and want to protect it.

Looking forward, we aspire to create a better future by building a representative, engaged and passionate conservation community dedicated to keeping Northern New Mexico's living lands and people flourishing together. To that end, we focus our programs, policies and plans on providing equitable access to nature for everyone in our community and creating opportunities for inclusion. We recruit, hire, retain, and promote a diverse staff. And we recruit board members who represent the lived experiences of the people we serve to ensure the diverse viewpoints of our community inform our decisions and actions.

The Santa Fe Conservation Trust recognizes that this long-term commitment is an ongoing process that requires continuous learning, growth, monitoring and improvement.

Executive Director Report to the Board
December 3, 2024

Well, it hasn't been too long since last we met, but lots has gone on.

Grants

We did get the grant from the Outdoor Recreation Division for the accessible trail! We haven't received the \$292,319 yet, but we were notified that we were awarded the grant. We also have a much smaller one for \$15,000, which we submitted to the Land Trust Alliance's Western Innovation Grant to continue our work to do the renaming and make connections in the Native community. Also pending is a \$97,790 grant for reseeding out on the Galisteo Property. They asked us to update some info on the application, which I think is a good sign.

Next Event Speaker

We asked Deb Haaland to be our keynote speaker next year, and so far, it is looking positive. They asked us to get back in touch in January to confirm and talk to her handler after she leaves her post as Secy of the Interior.

Bears Ears trip scheduled

We talked to Linda Siegle and asked her if she would do another Bears Ears Trip for us. She is delighted to do so, and the dates are set: May 11-16, 2025. Registration will open on Jan 17, so if you know people you think would enjoy it, spread the word.

990 done

Kudos to Mac for getting the 990 done and to the IRS by November 15th.

Parking Lot and Road Update

We got so much snow and rain since last we met that the ground is pretty saturated still, but the parking lot and road widening are underway at the Galisteo Property. Since we got the big accessible trail grant, our contractor can segue directly to the arroyo crossing once he is done with the road and parking lot.

End of Year Letter Out

Since last we met, I had to write the end of the year letter. I was waiting til the election was over to see which way the wind was blowing. Ultimately, I decided not to talk about the outcome much. We just have to continue to do the good work that we do and bring everyone we can to the table to help us. We were inundated with volunteers to complete the mailing, and Mac did a great job organizing it.

2025 Budget

You will be approving the budget for 2025 at the Board Meeting. Mac has been invaluable in putting it together. I think we are on the right track for completing our land projects, doing the accessible trail, putting on some great events, and bringing on someone on contract to help with communications work. I have been talking to donors to see if we can also get some money pulled together via pledges to potentially bring on another employee to help with community engagement work. That position is currently not shown in the budget, but you'll see that we have budgeted for a contract communications person. I look forward to working with you all in the coming year to help us meet our budget. Brian is

putting a fundraising plan that we look forward to sharing with the Donor Engagement Committee when it is finalized.

Talking to some communications types

I have been reaching out to some people recommended to me or people that I know who might be able to take on SFCT's communications needs. I am hopeful that one of them will be great, otherwise, we will advertise it. I want to move quickly on this one to get a person set up for 2025.

Renaming

There was quite a bit of activity around the renaming process since the last board meeting on October 22. We put together a survey that was used to gather thoughts, feelings, sightings, experiences from our constituents about the renaming of the property. An eblast went out to all our constituents asking them to complete the survey. You should have received one, and hopefully you responded. We also sent it to people who volunteered at the property, and the biking and hiking community. We offered three walk-about on the property. The ones on November 1 and 2 drew about 75 people out to the land. They all got the survey, too. All told, we received over 70 surveys back. The responses were tabulated, I guess you'd say, and given to the Community Advisory Group. We did one additional walk-about on November 19th so that all the CAG members had a chance to go on the land. And on November 20th, we had our second CAG meeting at my house since we were doing the end of the year mailing at work. It was a great meeting. Lots of thoughts and feelings were shared, and I think we all got to a place where we can have a really good follow up and start sharing names at the next meeting. We want to take our time, though, as this is really a wonderful way to deepen our connections to each other, and it looks like the accessible trail won't be started til late summer next year, so we have a little more time to consider names.

Accessible Trail Construction

We talked to Rocket Ramps, the trail builders for the accessible trail. We are on their calendar for Aug/Sept of 2025 to build the trail. Next steps are to get the other subs aware of the timing, ie, the metalworker who is doing the shade structures, etc.

Atalaya Legacy Luncheon

Have you added us to your will yet? You should put that codicil in there and let us know, then you can become a member of the Atalaya Legacy Society and join in our annual lunch. This year it happened on November 14 at the Museum Hill Café. Thanks to Carmela and Carmichael for coming to represent the board! It was a fun gathering for about 20 of us.

A few trails things

I got involved in some meetings around land issues that involve trails. One is on what Tim calls La Tierra West, which is about 320 acres of land that is for sale. Two parcels on either side of La Tierra Rd. East of the Frijoles, though, on one lot, are lots of social trails, and the continuation of the Chile Line, so Tim is interested in trying to preserve that part of the land. But the neighbors really want the whole thing to be protected. Modern Elder Academy owns the land and is selling it. Both Tim and I have talked to the neighbors, and I went to a meeting with the neighbors and Chip Conley and his realtor to see if there is any hope of protecting some or all of it. Chip said that their development plan, before they decided to sell it, involved moving development rights off the part with the social trails and Chile Line, so they could have more density on the other parts. That would be great as far as Tim and I are concerned, and Chip has shared that approach with the person currently under contract to buy the land. But the neighbors

don't want any development, so they are trying to raise money to buy the parcels. The sale is pending, and if it falls through, I suppose this might heat up again.

The other trail related property that is sort of on our radar was brought to our attention by Melissa about some State Land Office property at the Constellation Drive trailhead at the end of Airport Road. Tim identified this area for a Vámonos walk, and it is beautiful wide-open space along the SF River. The SLO folk would like to have us be their first conservation lease holder, and they want us to lease it so maybe we could do a La Tierra South trail on it. SLO also is interested in restoring the river, and we suggested that maybe the Watershed Association would want to partner on that, as the Galisteo Property is keeping us plenty busy right now. SLO is figuring out how much a conservation lease would cost, and we reached out to the Watershed folk to see if they'd be interested in participating. We'll have another meeting in December probably.

Finally,

I think this is shaping up to be a successful year financially. We should meet our budget. But what a great year in the conservation area, with a wonderful Total Transaction Project underway in Nambe, another Quickstart project to amend an easement to add more protection along the Pecos River. We've got a big one in San Miguel County underway, too. Lola Moonfrog is moving fast this time on doing another easement with us near Cañada de los Alamos. Melissa and Melanie are making great progress on the stewardship front. Tim had the most kids ever this fall on his Passport to Trails field trips. We had the most walkers ever, almost 780, on Vámonos walks. We hit it out of the park with Bill McKibben and our Stand Up For Nature event. We are maturing into a very effective and impactful nonprofit. And I think with the tweaks we are going to make to bring on more help, we will increase our ability to bring in more funding and keep this momentum going. So thank you for all your help this year in making this possible. The staff and I wish you a very happy holiday season and look forward to working with you in 2025.