



**Board Meeting—Tuesday, April 22, 2025 at 4 pm
at the Academy for the Love of Learning
133 Seton Village Road
Santa Fe, NM 87508
(directions are in the board packet)**

AGENDA

1. Call to Order
2. **ACTION ITEM:** Approval of the Minutes from the February 6, 2025 Board Retreat.
3. Finance Report—Mark Fisher
 - a. Financial Status as of March 31, 2025 (15 mins)
 - b. 2025 Transfers to Schwab Accounts update
4. Executive Director Report—Sarah Noss (10 mins)
 - a. **ACTION ITEM:** Approval of Resolution to allow ED and OAO to pursue financing for potentially buying a building
 - b. Board thank you notes
 - c. May 29 cocktail party at Sarah's house
5. Committee Reports
 - a. Land Review Committee—Carla Mattix (10 mins, see written report)
 - b. DEI Ad Hoc Committee—Julie Martinez (see minutes from the 4-10-25 meeting)
 - c. Executive Committee—Quinn Simons (see minutes from the 4-9-25 meeting)
 - a. 2024 review of the Executive Director completed at the 4-9-25 meeting
 - d. Trails and Community Conservation—Michael Avery (see written report)
 - e. Governance and Nominating Committee—Carmichael Dominguez (15 mins)
 - a. **ACTION ITEM:** Approval of the changes to the Bylaws to create a Chair-Elect position
 - b. **ACTION ITEM:** Nomination and approval of Luke Pierpont to become Chair-Elect
 - c. Review of board terms and request from committee to the board
6. Discussion about Dovetail as the new name for the Galisteo Property—Kristin Rothballer, consultant and facilitator for the Community Advisory Group (30 mins)
 - a. **ACTION ITEM:** Approval of Dovetail as the new name for the property

- b. **ACTION ITEM:** Approval of the tagline for the logo
- 7. Review of the current draft of the SFCT Strategic Plan—Sarah Noss (25 mins)
- 8. Other Business:
 - a. Star Gazing at Dovetail on April 25th starting at 6 pm.
- 9. Adjourn: **Next board meeting is on July 22nd at 4 pm.**

**Minutes of the
Santa Fe Conservation Trust
Board Retreat
February 8, 2025 8:45 a.m.
Bishop's Ridge/Camp Stoney**

1. CALL TO ORDER

This meeting of the Santa Fe Conservation Trust was called to order by Quinn Simons, SFCT Board Chair, at approximately 9:48 a.m. Quinn asked to keep presentations to the scheduled times.

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

SFCT Board Members Present via Zoom:

Quinn Simons, Board Chair	Luke Pierpont
Al Reed	Julie Martinez
Mark Fisher	Michael Avery
Carmela Nino	Carla Mattix
Dennis Romero	

Absent:

Brant Goodman
Ginny Olcott
Peter Martin
Carmichael Dominguez
James Rivera
Sandra Ely

Staff Present:

Sarah Noss, SFCT Executive Director
Melissa Houser, Stewardship Director
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, Conservation Director

3. APPROVAL OF December 3, 2024 Minutes

Quinn asked if there were any questions regarding the minutes.

Motion: *Quinn Simons moved to approve the minutes as presented, Michael Avery seconded the motion, and the motion passed unanimously*

4. Governance and Nominating Committee

Al stated that the governance committee met January 28th primarily to discuss the slate of officers for 2025. They talked about the desire to cultivate leaders on the board since Quinn's term expires in two years, so there's a window to think more strategically about who's going to follow him. Thus the idea for a Chair-Elect position was discussed. Quinn asked several board members if they would be interested in the position once it is created. Luke Pierpont said he would be interested. Al reported that Marianne Dwight resigned in December as treasurer and Mark Fischer is acting until he's voted on at our retreat today. Quinn will carry on as board president. Dennis will continue as Vice President. Brant will continue as secretary. Both Brant and Al will finish their third terms (9 years on the board) in December and term out, leaving two positions that will be open in 2026. Carla and Michael will be at-large members, and Luke will serve as president-elect. Because Ginny wasn't as interested in leading the organization, she kindly stepped off the Executive Committee this year. Al stated that the committee is not a bad place to develop leadership skills, and mentioned Carmichael, who is taking over the Governance and Nominating Committee. Quinn will talk about duties of the board members and expectations with policies, mission, state law, legal status, and bylaws to get a good overview of governance in general for a nonprofit. Al said they talked about the committees that seem to have come to a natural end. One such committee is the Development and Marketing Committee, which was formed before SFCT had much staff and put a lot of onus on the board members to do the fundraising, which is now more of a staff function. Similarly, the dark sky ad hoc committee has been a wonderful committee but could really be its own entity, as the members of the committee were wanting SFCT to get into an on the ground watchdog for bad night lighting. It felt a little bit like mission drift and the staff doesn't have the capacity to do that. We'll keep the DEI committee which meets biannually, and dissolve the Galisteo ad hoc committee which has served its mission. Al said that they are recommending slimming down to: Land, Finance, Trails and Community Engagement, Governance and Nominating, Executive, and DEI ad hoc committees. The re-accreditation ad hoc committee will stay active through 2025, as there will be follow-up questions in 10 months from the submission of the accreditation materials.

Mac needs to add Mark Fisher and Luke Pierpont (once he's elected in April) as account signatories. Al said that everyone has the opportunity to switch committees today if they want to. We also wanted to add the Stand Up for Nature event committee as one seeking a board member or two.

Motion: *Quinn Simons moved to approve the Slate of Officers, Al Reed seconded the motion, the motion passed unanimously*

Motion: *Sarah Noss moved to approve the recommended changes to the committee structure, Julie Martinez seconded the motion, the motion passed unanimously*

5. Finance Report

Sarah asked Mac to run through the finance reports, since Mark was absent, and said that she'd explain the budget changes, then we'll approve those changes and finally, approve Mark as treasurer.

There were basically two major things that got changed in the budget from December. The first change is to increase SFCT's contribution to each employee for the health savings account from \$750 annually to \$1,500 annually. The finance committee felt the change makes us a stronger employer, helps with retention, and helps with the high deductible. Quinn said that change will be reviewed each year. Julie asked if there was a copay plan that would offer a lower deductible and reduce the need for an HAS. Sarah said that we'll revisit this in our renewal phase in May for July.

The second change was to add a community engagement director to the budget. Tim was hired to do Passport to Trails, but he is at capacity and that program cannot grow. In 2018 Vámonos started; Brian, Joanne, and Tim have been involved, finding volunteers, etc. Both of them are first generation community engagement programs. How do we want those to grow, what other opportunities can we bring in to provide more equitable access to nature? Hopefully Randle will be able to start this month. Sarah said Randle is uniquely qualified, and if he doesn't take it, we will advertise. He's worked with youth in experiential learning settings. If he doesn't want to do it, it will be posted. She said that he's probably the best person that she knows for this position. Creating this position is part of the re-organization underway to move things out of her realm a little bit. We also brought in a contract communications person this year. This was underway in the fall and was brought up at the January finance committee meeting. Sarah said we also need to approve a resolution to add Mark to the signatories, and remove Marianne.

Motion: Quinn moved to approve the recommended changes to the 2025 operating budget, Michael seconded the motion, the motion passed unanimously

Motion: Quinn moved to approve a resolution to add Mark Fisher to bank signatories, Luke seconded the motion, the motion passed unanimously

6. Land Review Committee – Violation's Update

Carla stated that Melanie and Melissa have identified a few violations of conservation easements. Carla said that we're staying on top of violations in a diplomatic way to maintain good relations with land owners and not be heavy handed. The most obvious violation is the Ross Conservation Easement in Tesuque where the landowner graveled over a section to put up a tent. We want to help them understand why this was a violation. The other thing we're trying to do is build up some history to set precedent for future violations. That's important for accreditation status because it shows that we are taking steps to correct violations. Quinn said that these violations highlight the importance of the committee. These kinds of violations often occur with subsequent landowners, ie, people who buy property with the easement already on

it. Michael asked if we get notice for properties that are sold. Melissa answered that they are required to tell us if they're selling but they usually don't. She talked about Mark Simmons property stating that they didn't let us know about it. She talked about the challenges they deal with. Once it took four years to contact a new land owner. Carla asked how we can improve that notification process. Melissa stated that other states are disclosure states and we're a nondisclosure state so we can't track it. For most realtors, the easements reduce the value, therefore reduces their income so they don't tend to talk about it. It lowers the value to have these restrictions. Dennis said that the realtors don't have any motivation because it's not part of their job to notify the buyer, its adverse to their personal interests. Carla said that when you're a seller, you're supposed to disclose that. It's recorded, Ariel added, but sometimes, if it is an older easement, the title companies don't go back far enough to put it in the title report. For that reason, SFCT is recording Notice of conservation easements for all our CE's starting with the oldest ones. Our goal is to do 5-6 per year till we catch up. Ariel said that we do the notices for new easements, but have a backlog for old easements. Melissa said another violation is an illegal trail built on the Little Tesuque Creek held by the county. Luke asked who is liable, the landowner? Ariel said it's up to the county, they're the landowner. The county would need to pursue the landowner. We sent a letter to the landowner saying it needs to be restored. Luke asked what about regular landowners? Melissa said if it's a neighbor, we work with the landowner but not the third party. Carla mentioned that there's a new quick start project in Abiquiu, it's a cool property between Highway 84 and the Rio Chama, 90 acres before the Abiquiu Inn. We're not providing 100% funding, but it will be preserving a lot of area by the river. Al asked about any other easements coming in 2025. Ariel said we are full, there's a handful of landowners we're talking to and we have five projects for the year. Any others will be in 2026. The projects are: Rancho las Lagunas for our total transaction, Dettling in Abiquiu, South Pass Ranch in Las Vegas, PROS 16 amendment to an existing easement to add 12 lots on the canyon rim along the Pecos River, and the next Moonfrog easement. We closed Moonfrog on Treehouse Rd. and Pond Tract since the last board meeting.

7. Executive Director Report

Sarah said she didn't have a ton to report since the last time. The main thing is we did job reviews with staff. Brian put the calendar together and we'll walk through the board one later. She gave an update on the renaming process. We had 3 meetings in 2024 with the CAG, and leading up to that we did walkabouts on the property and then started meeting to discuss renaming. She named the members of the committee: Chris Chavez, Denise Lynch, James Rivera, Jerry Rogers, Kristina Flanagan, Carla, Carmichael, and Antoinette. We have the advisors Randle Charles and Kristin Rothballer who have been guiding the process. It's been interesting to build trust, visit the property together, and we polled every person to describe the essence of the property for them. It was helpful for people on the CAG to recognize the features of the property, the white rock geologic feature and the water resources that existed

in the basin over time to sustain people. The white rock has been a big part of our discussions and we bring a rock from there to our meetings. The theme of water has been a big discussion point. The arroyo ran a lot more in the past. It was a hunting and gathering area for Native people. We decided not to go with a Native name. Chris Chavez, the cultural preservation officer at Kewa Pueblo, said at the CAG meeting that it's hard to satisfy everyone with a Tewa name and let's select a non-controversial name.

Quinn came to the December meeting. He said that whatever the name ends up being, this process is off the charts different, new, exciting, amazing, inspiring. It's what we wanted. The process is what all of us were hoping for and envisioning. The perspectives are fresh and different. Sarah said that the process has been deep and thoughtful and mystical. It led us to build relationships with the SFIS. We went to a conservation symposium at the Indian School led by the other pueblos and met Regis Pecos. Some great things have happened as a result of the renaming.

We got the construction grant for the accessible trail at the property. We need to have the name in place to do the interpretive signage leading up to the opening of the accessible trail. Julie said that she expects that is going to be fantastic because of the process.

Sarah reminded the board that tickets are on sale for BANFF. Joanne is trying to get 50k in sponsorships, and still has a ways to go. Two things you can do to help – find more sponsors. They can get their ad in the program book. Tickets went on sale January 31st and half are sold out right now. Joanne said that they've been meeting to review the films. They pick seven to eight films to watch per night. She said they watched 28 films then came together to discuss them. The films will be on the website next week.

8. President's Report

Quinn said that we need to move on to talk about board responsibilities. He said that he already made his point on the importance of committee engagement and showing up to the meetings. For the Board Responsibilities, looking at #2, it's important for all board members to understand our mission and vision. He said that there's documents on our board section of our website at the bottom of the homepage and there's a password (Easement1). It's a good place to access our organizational documents, and said to take a look before the next board meeting. We all have fiduciary responsibilities. You need to read, sign and return to a staff member the Conflict of Interest policy and the board pledge form. Everyone needs to be on the same page. We all have a responsibility to review board meeting documents. We've gone into a different style of board meeting with a consent agenda. This enables us to get through the business end quickly, but it's critical that everyone puts in the time to review the board packets prior to the meetings. There's two ways to support the organization, attend board meetings and events, and contribute money. We don't expect a minimum, but we do expect something from all board members. We want to be able to say that we have 100% contribution from all our board members. It's more important that everyone contributes some money. Generally, board

members have been really good about it. Quinn said that he wanted to remind everyone that it's a critical part of serving this organization.

We're coming up to have at least two board positions to fill. Board members should think about and suggest potential board members who would be a good fit. The same is true for the committee members. If you can participate in the Land Trust Alliance webinars, it's a good way to familiarize yourself with what we do here and on a national scale, with ways to make ourselves a better conservation organization. Sarah told the board members that in their board packets, there were some winter workshops offered by LTA they could watch if they want to, if you want more information, she said, this is good information and some have CLE opportunities. She said that SFCT will buy them at our rate. It's about \$75 each and we're happy to cover the costs. We'll inform you as we become aware of any. Quinn said that it's a nice segway. Quinn said that we've got an extremely strong group of staff members. He encourages new board members to reach out to staff with questions, concerns, or issues that might come up. He said that he will encourage the new board members to know that staff is extremely busy but are willing to help with questions.

Quinn moved on to our board term tracking. He noted that both Michael and Peter re-upped. Brant and Al are terming out this year. Sarah said that you can renew for 2nd and 3rd terms. Hopefully everyone will renew their terms. Quinn said the he has really enjoyed working with Al and said that he's been a wonderful part of this organization. Quinn said to Al "you have provided the rest of us with a great role model. You're going to be missed and will be difficult to replace". Al replied that he'll continue to be a thorn for the long term and hopefully serve on the Banff and land committees.

Sarah said that we put the board calendar in their board packets and she wanted to take a minute to ask Brian to walk us through it. Brian said that the things to pay attention to are bolded and underlined, which are events, volunteer opportunities, programs that you can participate in. Our goal is to try to help you plan out participation as far in advance as we can. Sarah said this year we want to invite board members to participate in the Stand Up for Nature subcommittee.

Michael said that hopefully other board members will join the finance committee. Quinn said that Mark has a different style and keeps the meetings limited. Sarah looked at the committees' assignments again. Ginny will stay on land review. We could see if she wants to be on any others, and she'll stay on the board. Governance is important, it would be wonderful to have more board participation.

Story Map

Sarah said that Melissa will be doing a story map on the Galisteo property. Melissa gave a presentation on the story telling map and she said they'd send it to the board members. The property will be open from dawn to dusk. People use it every day for the trails and we'll be putting in some interpretive signs. She read through the slides and read the values statement.

She showed pictures of groups out at the property, including the advisory group. She showed pictures of trails. She reviewed the property rules, such as leashed dogs. She talked about the drought monitor. She showed the lens monitoring slider feature which shows before and after photos. She explained the reseeding project to bring back healthy rangeland conditions. The story map showed how much we have achieved on the property.

Luke commented that this would be a good presentation for the landowner luncheon. Sarah said that's a great idea. It will also be on the website once completed. Melanie is working on a 3rd story map about the trails. Quinn said this is a flagship project that could lead to a new chapter of the organization. Julie said it promotes our partnerships. Al mentioned that we can get so much attention with LTA nationally by using a story map .

Lunch Break

Strategic Planning Discussion and Miscellaneous

Sarah said that the last strategic plan was done for accreditation. We reviewed the document highlights in yellow. She said that we're envisioning creating a deputy director position. As an organization that's going to turn the corner of a 1.3 million budget, that generalist position for executive director won't sustain the organization going forward. The executive director should be focused on external board development, fundraising, be the external face. A deputy would focus on internal functions. We're doing well but there's more to be done. We'll be talking about this more. We need to plan for succession in the ED role.

Sarah said that our lease expires at the end of July and we're at capacity at our office. We've been talking about if we should look at buying a building. We're thinking that \$500k would be a down payment and then have a \$500k mortgage. We need to think about what we are going to need in the future. She asked the board if buying a building sounds good to them. Michael said yes, if we're serious, we need to analyze costs. Al said it's a good idea, equity would grow, it's nothing but beneficial. Julie said the organization should buy something but doesn't sound like there's a need to rush.

Sarah asked Ariel to explain what's happening with Rancho Las Lagunas, our first Total Transaction Project. Ariel said we will pay up to \$75k and ask the property owners to help with costs above that. She's going to ask them to pay the difference as a contribution. Ariel gave an overview of the project and funding. We can do four quick start projects with the funding we have, at a time, but that's not ideal. Michael asked about what happens to funding when projects don't complete. Ariel described the agreements and how they're written to address those issues. Sarah talked about SFCT getting the first Land of Enchantment grant. Sarah talked about doing burn piles at the Apache Canyon property and how the neighbors freaked out. Carla talked about managing fee properties and how it takes a lot of time. talked about when it makes sense to acquire a fee property. Sarah talked about the projects going on now and how we need to look at the future. Is a waiting list for new CE's a good thing? Al said from his experience protecting his land, if he were told to wait til next year after going through the

stages of being ready to leap, he'd probably go somewhere else. As far as strategic planning goes, the more successful we are, the more staff we require. New CEs add to the workload of the stewardship staff, who also deal with land owner relationships and answering their questions, so that there's no violations. How do we strengthen relationships with landowners to minimize risk of violations? We have landowner luncheons once a year, the first one was last year. It was a good turnout. We also will do a Landowner Newsletter. We need to develop a process for dealing with new land owners.

Sarah said it's a challenge to get in touch with new landowners but we should try other things to follow up with them. Melanie said some landowners act like she and Melissa don't have any authority. Carla said it would be good to have some kind of protocol, example, notification of SFCT visit. Quinn talked again about doing a CLE. Sarah said we want the community engagement director to explore creating a Stewardship Corps to assist in maintaining and restoring SFCT fee properties. She talked about community engagement through restoration. Sarah asked the board about extending the boots on the ground visits to every five years, as allowed by LTA, rather than visiting every 3 years, while still conducting remote monitoring. We have 111 easements that need to be monitored. Al said monitoring in person connects the landowner to the Trust so doing them every 3 years would be good. Melissa said that most violations don't occur with land easement grantors, only with new landowners. There was a suggestion to do a follow up letter to landowners and send them the monitoring report.

Trails and community conservation – should we call it community engagement? Tim has no time to reach out to new schools and there's no capacity. Sarah said it would be great to get more kids on the trails and to also find other audiences that we're not thinking of. What's the board's opinion on our existing programs? How can we improve, change, or are there any other thoughts? Quinn said these programs are critical. Al said in childhood we are so impressionable. Getting kids on the trails is powerful. Michael said that Passport to Trails is really focused on kids. Maybe we can expand the number of schools. Vámonos is primarily adults, so both programs seem sufficient, he thought. Dennis asked Tim how the kids are responding to the program. Tim said it helps that they come back multiple times and it becomes normal. It would be great to bring them back to other programs as they get older, like to work on trails. But to expand, he needs more capacity. Carla asked if we want to expand the program. Sarah said the potential to expand would be including more schools. Quinn said we could potentially partner with another organization to expand. Tim said we need people with experience. Julie said that it sounds like a group we're missing for the walks is working people, maybe we can do lunchtime walks. Sarah asked Tim if there's a need to expand trail maintenance. Tim said there's infinite needs, erosion control could be endless. Discussion ensued about creating trail maintenance crew leaders.

Sarah talked about the donors aging and how do we reach younger donors? We need programs to reach out to younger adults. Melissa said we can partner with Fat Tire Society. Make it fun and don't charge. Michael said a lot has to do with advertising. Trails maintenance is done on

Wednesday mornings. Tim said that Saturdays are when people really want to work on trails. Quinn talked about doing a summer camp.

Sarah jumped to events. She said our events have grown and have potential to grow more. We talked about how to leverage Banff for volunteer opportunities. At stand up for nature, we had almost 350 people, to get bigger we'd have to go to the convention center. We're at a critical size of our annual event. This year it will be at the Farmers Market Pavilion again. Do we want to make it more exclusive and raise prices? It seems like it's in a successful place. She talked about the history of the event. We had Bill McKibben as the speaker last year. She asked the board if they like the direction we're going, with nationally known speakers at the party. Quinn said that we'll definitely get the auctioneer back.

Sarah said that at the April meeting we'll bring more of a draft of the strategic plan. She thanked everyone for coming and thanked Quinn. Asked them to fill out their conflict of interest and pledge forms and switch committees if they want.

3:44 p.m. Sarah ended the meeting.

Santa Fe Conservation Trust
February 28, 2025 Financial Statements
Highlights Commentary

Cash and Investments

At March 31, 2025, the aggregate cash balance was \$4,401,599, as compared to \$4,079,985 this time last year.

The pooled investment account with Schwab, managed by UCG, stands at \$1,963,905, compared to the value this time last year of \$1,843,460.

2025 year to date operating results compared to budget

Through March 31, expenses have exceeded income in the amount of \$132,895.

This compares with a budgeted year to date loss of \$190,656.

Major reasons for this \$57,761 favorable performance compared to budget are as follows:

Items that affect operating cash	Actual	Budget	Change to Budget	Notes
Income				
Contributions & Gifts	77,294	64,212	13,082	A
Grants	61,400	117,500	-56,100	B
Program Service Revenue	11,675	17,500	-5,825	
Fundraising Events	28,133	43,600	-15,467	C
Total Operating Income	178,502	242,812	-64,310	
Expenses				
Personnel	193,817	195,494	-1,677	
Contract Services	15,914	19,500	-3,586	
Gifts	0	300	-300	
Occupancy	9,910	9,975	-65	
Office Expenses	6,161	7,175	-1,014	
Business Expenses	5,491	7,613	-2,122	
Travel & Meetings	1,828	3,900	-2,072	
Mission Program Expenses				
Land Program	86,164	176,682	-90,518	D
Trails Program	238	1,250	-1,012	
Community Conservation	15,521	11,581	3,940	
Total Operating Expenses	335,043	433,469	-98,426	
Total items affecting operating cash	-156,541	-190,657	34,116	
Non-Cash Items Affecting Operating Budget				
In-Kind Donations	300	300	0	
Non-Operating items that only affect Endowment or Investment Funds				
Net Investment Income & Expense	23,645	0	23,645	
Conservation Easement Stewardship	0	0	0	
Total non-operating items	23,645	0	23,645	
Total actual results compared to budget	-132,596	-190,357	57,761	

Notes

- A General Gifts (including end of year gifts received late) were \$19,331 higher than budget
- B Unrestricted Grants were \$28,125 lower than budget
Harris Fdtn. turned down rangeland planning grant. Lineberry \$25k GenOp grant pending
- C The Banff Film Festival was \$12,316 lower than budgeted due to sponsorships coming in late
- D Project and contract timing account for Land Program expenses being under budget
Pending projects will account for about \$38k revenue and \$45k expenses
Fee land expenses include accessible trail, to be completed late summer / early fall

Statement of Financial Position Comparison
Santa Fe Conservation Trust
As of March 31, 2025

Distribution account	3/31/2025	Total 3/31/2024	\$ Change
Assets			
Current Assets			
Bank Accounts			
01020 Century Checking 0255	538,859	317,973	220,885
1040 Schwab Investment Acct -0185			
1041 Operating Reserve	471,615	451,764	19,851
1042 Special Initiatives Fund	188,298	175,697	12,601
1043 Stewardship & Defense	1,047,902	960,629	87,272
1044 Galisteo Property S&D	256,090	255,370	720
Total for 1040 Schwab Investment Acct -0185	1,963,905	1,843,460	120,445
1050 Schwab Money Mkt -6333			
1051 OpRes Money Mkt	414,110	429,542	-15,433
1052 Spec Init Money Mkt	145,467	161,412	-15,945
1053 Galisteo Property Tax Credit	187,463	178,997	8,466
Total for 1050 Schwab Money Mkt -6333	747,040	769,952	-22,912
1060 Schwab Endmt Account -5995	1,151,596	1,148,400	3,196
1090 Petty Cash	200	200	
Total for Bank Accounts	4,401,599	4,079,985	321,614
Accounts Receivable			
1200 Accounts Receivable	16,303	52,903	-36,600
Total for Accounts Receivable	16,303	52,903	-36,600
Other Current Assets			
1250 Prepaid Expenses	24,683	23,787	896
1499 Undeposited Funds	1,217	2,499	-1,282
Total for Other Current Assets	25,900	26,286	-386
Total for Current Assets	4,443,802	4,159,174	284,628
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	-5,778	-4,303	-1,475
Total for Fixed Assets	3,650,188	3,651,663	-1,475
Other Assets			
1700 Security Deposits	2,500	2,500	0
1900 SFCF Endowments	0	0	0
1910 SFCF Stewardship Fund	0	0	0
1912 Principal Fund Balance	114,139	109,364	4,775
Total for 1910 SFCF Stewardship Fund	114,139	109,364	4,775
1920 SFCF Easement Fund			
1922 Principal Fund Balance	39,032	37,394	1,638
Total for 1920 SFCF Easement Fund	39,032	37,394	1,638
Total for 1900 SFCF Endowments	153,171	146,757	6,413
Total for Other Assets	155,671	149,257	6,413
Total for Assets	8,249,661	7,960,095	289,566

Statement of Financial Position Comparison
Santa Fe Conservation Trust
As of March 31, 2025

Liabilities and Net Assets

Liabilities

Current Liabilities

Accounts Payable

2000 Accounts Payable

21,100 24,919 -3,820

Total for Accounts Payable

21,100 24,919 -3,820

Credit Cards

2001 Century MC -5276

1,822 903 919

Total for Credit Cards

1,822 903 919

Other Current Liabilities

2010 Payroll Liabilities

2020 Accrued Liabilities

16,751 10,960 5,791

2030 Accrued Compensated Absences

9,135 10,504 -1,370

2070 SUTA Payable

16 16 0

2100 Retirement Payable

503 329 174

Total for 2010 Payroll Liabilities

26,405 21,809 4,595

2200 Pass Through Payables

0 0 0

2212 Trails Alliance of Santa Fe

-389 1,351 -1,740

2220 Core Crew

2,538 2,538 0

2230 UWARM

959 959 0

Total for 2200 Pass Through Payables

3,108 4,848 -1,740

Total for Other Current Liabilities

29,512 26,657 2,855

Total for Current Liabilities

52,434 52,480 -45

Long-term Liabilities

Total for Liabilities

52,434 52,480 -45

Net Assets

3010 Without Donor Restrictions

4,948,407 4,877,409 70,998

Net Income

-132,895 -24,773 -108,122

3100 Board Designated Net Assets

333,765 338,920 -5,155

3200 With Donor Restrictions

3210 Temp Restricted Net Assets

439,191 204,903 234,288

3230 Stewardship & Defense

1,047,902 960,629 87,272

3240 Galisteo Property S&D

256,090 255,370 720

3250 Thaw Endowment

1,151,596 1,148,400 3,196

3260 SFCF Endowments

153,171 146,757 6,413

Total for 3200 With Donor Restrictions

3,047,949 2,716,059 331,890

Total for Net Assets

8,197,226 7,907,615 289,611

Total for Liabilities and Net Assets

8,249,661 7,960,095 289,566

Santa Fe Conservation Trust
Budget vs. Actuals
January - March, 2025

	<u>Actual</u>	<u>Total Budget</u>	<u>over Budget</u>
Operating Revenue			
4000 Contributions & Gifts			
4010 General Gifts	77,294	57,962	19,331
4020 Restricted Gifts	0	6,250	-6,250
4060 Mid-Year Appeal	0	0	0
4090 EOY Appeal	0	0	0
Total 4000 Contributions & Gifts	77,294	64,212	13,081
4100 Grants			
4110 Unrestricted Grants	30,000	58,125	-28,125
4120 Restricted Grants	31,400	44,375	-12,975
4130 Government Grants	0	15,000	-15,000
Total 4100 Grants	61,400	117,500	-56,100
4900 In-Kind Contributions	300	300	0
5000 Program Service Revenue			
5010 Trails Project Fees	0	1,250	-1,250
5020 Land Project Fees	0	10,000	-10,000
5080 Community Events	11,675	6,250	5,425
Total 5000 Program Service Revenue	11,675	17,500	-5,825
5500 Fundraising Events			
5530 Banff Film Festival			
5531 Banff Gift Revenue	33,184	45,500	-12,316
5532 Banff Non-Gift Revenue	11,303	13,500	-2,197
5533 Banff Expenses	-11,749	-13,500	1,751
Total 5530 Banff Film Festival	32,738	45,500	-12,762
5560 Fundraiser Event			
5561 Fundraiser Gift Revenue	0	0	0
5562 Fundraiser Non-Gift Revenue	0	0	0
5563 Fundraiser Expenses	-4,605	-1,900	-2,705
Total 5560 Fundraiser Event	-4,605	-1,900	-2,705
Total 5500 Fundraising Events	28,133	43,600	-15,467
Total Operating Revenue	178,802	243,112	-64,310
Gross Operating Revenue	178,802	243,112	-64,310
Operating Expenditures			
7000 Personnel			
7010 Officer & Director Salaries	26,931	26,931	0
7020 Other Employee Salaries	122,231	122,231	0
7030 Retirement Contributions	4,476	4,475	1
7040 Employee Healthcare	24,867	26,573	-1,706
7050 Payroll Taxes	15,312	15,283	29
Total 7000 Personnel	193,817	195,494	-1,677
7100 Contract Services			
7120 Legal Fees		250	-250
7130 Accounting Services	443	3,250	-2,807
7160 Professional Services	15,471	16,000	-529
Total 7100 Contract Services	15,914	19,500	-3,586
7200 Gifts	0	300	-300
8000 Occupancy			
8010 Rent	8,400	8,400	0
8020 Utilities	563	450	113
8030 Telephone & Internet	947	1,125	-178
Total 8000 Occupancy	9,910	9,975	-65

Santa Fe Conservation Trust
Budget vs. Actuals
January - March, 2025

8100 Office Expenses			
8110 Supplies	511	600	-89
8120 Postage	261	825	-564
8130 Printing & Production	4,217	5,000	-783
8140 Equip. Lease & Maint.	1,172	750	422
Total 8100 Office Expenses	6,161	7,175	-1,014
8200 Business Expenses			
8210 Advertising	200	1,250	-1,050
8220 Information Technology	1,538	1,562	-25
8260 Insurance	2,480	2,500	-20
8270 Licenses & Fees	1,274	2,300	-1,026
Total 8200 Business Expenses	5,491	7,613	-2,121
8300 Travel & Meetings			
8310 Vehicle & Travel	418	900	-482
8320 Events & Meetings	1,409	3,000	-1,591
Total 8300 Travel & Meetings	1,828	3,900	-2,072
9000 Mission Program Expenses			
9100 Land Program			
9110 CE Expenses	3,330	48,000	-44,670
9120 CE Stewardship Expenses	7,985	4,300	3,685
9130 Land Trust Alliance	13,170	5,798	7,372
9140 CE Insurance	1,467	1,568	-101
9150 Fee Land Expenses	60,213	115,267	-55,054
9160 Land Legal Fees	0	1,750	-1,750
9170 Land Planning Amort.	0	0	0
Total 9100 Land Program	86,164	176,682	-90,518
9500 Trails Program			
9510 Maintenance & Construction	238	1,250	-1,012
Total 9500 Trails Program	238	1,250	-1,012
9700 Community Conservation			
9710 Passport to Trails	4,950	2,031	2,919
9720 Vamonos	589	3,750	-3,161
9730 Community Events	9,740	5,500	4,240
9750 Education & Training	241	300	-59
Total 9700 Community Conservation	15,521	11,581	3,940
9900 In-Kind Facilities	300	300	0
Total 9000 Mission Program Expenses	102,222	189,813	-87,590
Total Operating Expenditures	335,342	433,769	-98,426
Net Operating Revenue	-156,540	-190,656	34,116
Other Revenue			
10000 Investment Income & Expense			
10010 Investment Change in Value	-2,351	0	-2,351
10030 Interest & Dividends	27,011	0	27,011
10040 Investment Management Fees	-1,015	0	-1,015
Total 10000 Investment Income & Expense	23,645	0	23,645
Total Other Revenue	23,645	0	23,645
Net Other Revenue	23,645	0	23,645
Net Revenue	-132,895	-190,656	57,761

Santa Fe Conservation Trust
Statement of Cash Flows
January - March, 2025

	<u>Total</u>
OPERATING ACTIVITIES	
Net Revenue	-132,895
Adjustments to reconcile Net Revenue to Net Cash provided by operations:	
1200 Accounts Receivable	298,391
1100 P/R Clearing	0
1250 Prepaid Expenses	-8,082
2000 Accounts Payable	-2,450
2001 Century MC -5276	975
2040 Payroll Liabilities:FICA Payable	0
2060 Payroll Liabilities:FWH Payable	0
2070 Payroll Liabilities:SUTA Payable	0
2080 Payroll Liabilities:SWH Payable	0
2100 Payroll Liabilities:Retirement Payable	0
2110 Payroll Liabilities:HSA Payable	0
2212 Pass Through Payables:Trails Alliance of Santa Fe	-408
Total Adjustments to reconcile Net Revenue to Net Cash provided by operations:	<u>288,426</u>
Net cash provided by operating activities	<u>155,531</u>
FINANCING ACTIVITIES	
3010 Without Donor Restrictions	-16,223
3100 Board Designated Net Assets	2,261
3230 With Donor Restrictions:Stewardship & Defense	5,372
3240 With Donor Restrictions:Galisteo Property S&D	1,318
3250 With Donor Restrictions:Thaw Endowment	7,272
Net cash provided by financing activities	<u>0</u>
Net cash increase for period	<u>155,531</u>
Cash at beginning of period	4,247,285
Cash at end of period	<u>4,402,816</u>

Santa Fe Conservation Trust

Stewardship and Other Account Transfers

2025

Transfer to Schwab Investment Account -0185

Apr '24 - Apr 25	Rec'd	Name	Memo	Amount
	12/31/2024	Moonfrog, Lola	Cañada CE	27,000.00
	09/12/2024	Aeby, Ian & Irina	Aeby CE	27,883.00
	01/07/2025	Bagley Fund	Pond Tract CE	21,400.00
Stewardship cash received in 2024 and January-March 2025				76,283.00
SFCF Stewardship distribution rec'd 4/9/2025				10,672.00
1043 · Stewardship & Defense as of 12/31/2024			1,042,529.52	
4% distribution for 2025				-41,701.18
Addition to Schwab Stewardship & Defense Fund				45,253.82
Addition to Schwab Special Initiatives Fund				
	SFCF Easement distribution rec'd 4/9/2025			3,660.00
	2024 Don Miller Restricted Gift to Special Initiatives Fund			500.00
	2025 Don Miller Restricted Gift to Special Initiatives Fund			500.00
Total Addition to Schwab Special Initiatives Fund				4,660.00
Total addition (withdrawal) to (from) the Schwab Investment Account -0185				48,913.82
Transfer to Schwab Money Market Account -6333				
	NM Outdoor Recreation Division, Trails+ Grant for ADA Trail			269,982.85
	\$292,319.46 grant - \$22,336.61 expenses			
	5% Distribution from Operating Reserve to offset new staff and contractor			-43,993.09
	Approved in 2025 Budget			
	Distribution from Special Initiatives Fund for PC 16 and Rancho Las Lagunas			-45,000.00
	Approved in 2025 Budget			
Total transfer to Schwab Money Market Account -6333				180,989.76
Total of transfers coming out of Century Bank Operating Account				229,903.58

Executive Director Report to the Board
April 22, 2025

It's been a busy first quarter of the year, but we are off to a good start.

Community Engagement

Since we last met on February 6 for our board retreat, the staff has been busy getting ready for the start of Vamonos on May 6th, and Tim is underway with his Passport to Trails field trips, which he'll tell you about. I've included the flier for Vamonos in the packet. Once again, we have planned 30 free walks and hikes through October. This year, however, we have less advertising money, but you'll see the flier inserted in the Reporter on April 30 and in the New Mexican on May 2. We have mid-season advertising planned, a six month program tends to lose steam towards the end. We are reaching out to the State Tourism Dept to see if they might help keep the spotlight on Vamonos.

We also hosted an Insider Geology Tour to the Galisteo Basin. We were going to do it at our property, but it turns out the geology there isn't as interesting as it was at the Cowboy Shack, so we started there and ended with a walkabout on the SFCT Galisteo Property. Once again, Kirt Kempter donated his time and knowledge to put together a fascinating tour. Thanks again to Joanne for putting such a nice event together. Unfortunately, the weather turned and snowed on our original date, so we moved it to April 12, and then the weather got blazing. So despite the weather whiplash, it all came off beautifully.

Workdays at the Galisteo Property

Melissa and Melanie hosted a bird count at the Galisteo Property on February 15th, and then on April 12th, they planted sumac and winterfat bushes along with Oyas that hold water and irrigate the plants to create better bird habitat. These efforts were funded by the Cornell Ornithology grant, which also provided money for restoration work. Melissa wrote a second grant to Cornell and also once again a NM Healthy Soil Grant seeking money to underwrite efforts for the Rangeland Restoration Plan that was recently finished with the help of Jan-Willem Jansens. We are anxiously awaiting to hear back from both sources of funding.

Banff

The Banff Mountain Film Festival was a sell out once again this year. Amazingly, it sold out about three weeks before the showings. The crowd was upbeat and both nights were super fun. Joanne had a committee to help her pick the films. They did a great job. Joanne also was able to round up 40 sponsors this year. The sponsors were all very enthusiastic. We had a great give-away at intermission. One item that was very popular was the CBD chocolates that got tossed into the crowd. It was funny to see how excited people were about those, plus the SFCT caps and REI water bottles. Joanne and the volunteers put together seamless nights of outdoor entertainment. Thanks to all who participated.

Stand Up for Nature

Lots of work going on currently to try to figure out the speakers for the upcoming event on October 4th at the Farmers' Market Pavilion. We are trying to get some environmental leaders to join us for a moderated discussion with author Sara Dant. Here's what I told former Secy of the Interior Ken Salazar

about what we are trying to do: *Given the speed with which the current administration is dismantling environmental protections, climate change initiatives, downsizing institutions that protect our public lands, etc., we would like to put together a panel of recognized environmental leaders in conversation with author Sara Dant, who wrote a wonderful book called Losing Eden, the Environmental History of the West. She has agreed to moderate a discussion with you, Deb Haaland and Ambassador Udall to talk about the environmental trends in the west and look at those historic impacts on public lands, the environment, wildlife and people, and then to ponder the question of now what? Where are we going? What can we do? Why is it important? The discussion could focus on how to balance economic success without creating ecological destruction, the value of creating and protecting public lands, and what sustainability could look like and how we might get there. What a wonderful evening of conversation it could be sharing thoughts, ideas, insights, and experience on this next very impactful part of American history unfolding before our eyes and its impact on nature and people.*

So far, Sara Dant, Ken Salazar and Tom Udall are on board. Working on finalizing things with Deb Haaland currently, but she and her team have indicated they are excited to do this, as well. Everyone we've talked to about this line up is enthusiastic. We want to ask your opinion before we finalize with Deb Haaland.

Board Gathering

We have planned another cocktail extravaganza for the board on May 29th at my home. We'd love to get together with you all for fun, but also to do some brainstorming about the upcoming SUN event. As a growing organization, it is becoming harder for the staff to continue to expand the income from this event, and we really need your help to brainstorm who we can talk to for sponsorships. Don't worry, it'll be a fun exercise, you will NOT have to do the ask, all we need from you is to give us an introduction to people you know so we can expand the sponsorships for SUN. Details to follow.

New Community Engagement Director

We talked about how we hoped to hire Randle at the board retreat, and shortly thereafter, we were able to finalize hiring him. Randle started at SFCT on February 18th. He is taking on the management of the Vamonos program, getting familiar with Passport to Trails by going on some field trips with Tim, and starting to put all the pieces together for making recommendations for mitigating the risk of running community programs for the organization, among other things. We are excited to have him on the staff. Welcome, Randle!

New Name for the Property

Please see the write up in the board packet about the new name for the Galisteo Property, which I am tired of typing and very excited to now call Dovetail. We'll be telling you more about the process we went through to arrive at this name at the board meeting.

Strategic Plan

We'll also be talking about the latest draft of the Strategic Plan at the board meeting, which represents the discussions we had at the board retreat and your ideas and input. Our plan is to go over it again with you at the meeting, and do one more round of edits to get your feedback and that of the staff. Then the final version will be presented to you for your approval at the July 22 board meeting. I want to

thank Brian for his help in putting this together. You'll see that there are seven goals we will be working on:

1. Strengthen Organizational Capacity and Resources for Sustainable and Strategic Growth
2. Expand Community Engagement and Education
3. Advance Strategic Land Conservation and Stewardship
4. Strengthen Financial Sustainability and Fundraising
5. Enhance Communications and Public Awareness
6. Optimize Technology and Data Management for Enhanced Engagement and Impact
7. Strengthen and Expand the Trails Program for Greater Regional Impact

It's ambitious, and we think it might be more like a five year strategic plan rather than a three year one. We look forward to discussing it with you.

Bears Ears

Brian has put together another Bears Ears trip scheduled for May 11-16. It sold out in about five minutes, one person dropped out, but we had a waiting list and the trip is now full and ready to go. Unfortunately, I cannot go this year due to my mother being in hospice, so all hail to Ariel who will be going in my stead. Once again, our leader is Linda Siegle, who donates her equipment and time and love of Bears Ears to make this trip possible. Thank you, Brian, for all your efforts.

Office Space

Our current lease expires at the end of July, and on May 1, we need to let the landlord, Jake Rodar, know what our intentions are. Jake has given us the opportunity to extend the lease by either six months or a year, which is nice, but we really need more space, as Randle is currently in the conference room with Joanne. So, if we can find either a place to buy or rent, I think it best to just bite the bullet and move to more spacious offices. The problem is that the inventory isn't that overwhelming either for lease space or for buying. We did some number crunching and found that we have a little over \$600k in unencumbered cash that we could use toward a down payment. I don't want to use it all, as we might have some capacity needs coming up in the future that the cash would allow us to address, as capacity building money is hard to come by, and we might find ourselves needing to hire additional staff in the future. But once we saw that the mortgage payments would be about the same as some of monthly lease rates, we have doubled down on seeking a decent place to buy that might be move-in-ready. Once we locate that building, we need to calculate property taxes, maintenance, etc., to see if it really is doable. So for now, we are on a bifurcated search, and thanks for letting me use that word.

We have a resolution for you to approve giving me the authority to talk to banks about loans, required by one bank to be sure the board is aware of the effort!

Other Grants

In addition to the Cornell Bird Grant and the Healthy Soil grants that Melissa wrote, we also wrote one to support the Rangeland Restoration work for \$10k to the Harris Foundation, which was turned down. Pending currently is a general operating grant for \$25k to the Lineberry Foundation.

Accessible Trail

The ADA parking spaces should be poured this week, which will finish up the parking lot effort. The road has been widened and the arroyo crossing completed. We are working on finishing up a five warranty on the arroyo crossing with the contractor who built it. The trail itself will be built later this summer, and the designs include steel shade structures that need to be constructed and installed. The quote for that work was around \$45k. We called the vendor to see if he had the steel on hand and if we could go ahead and construct them before the tariffs strike. He said that steel had already gone up 20% since January, and the tariffs, if they stick, will inflate the cost by at least 25% again. It's hard to know if we should panic and try to build them sooner or if this on and off again tariff stuff is going to resolve itself. Either way, we will need more money to get those done, or we redesign the shade structures using more affordable materials. Steel was preferable because it is low maintenance. So, we are gearing up to figure this out with the vendor and Surroundings, which did the plans for the accessible trail.

County Meeting on Bobcat Ranch

The land staff and I met with the County staff to talk about Bobcat Ranch, because if the County adopts it as open space, it is not eligible for the County's TDR program, that would transfer the development rights off the property to protect it. County staff was hoping we would reach out Commissioners Johnson and Hughes to support the effort and educate them about conservation easements. A meeting has been set up.

Newsletter In the Works

We hope to have most of the copy done for the next annual report and newsletter by the end of the month. Heather Hunter, who is our contract writer, has done some profiles of board and donors. It should go out in July. And after it hits the mailboxes, we'll do the mid year appeal letter.

Board Thank You Notes

Brian has once again organized the twice a year Board Thank You Note effort to donors who have give \$500 or more over the past year. Thank you all for doing your notes and getting them back to us, or calling us to pick them up, by April 30th. They make such a difference to donors to know that we appreciate them.

Bylaws Changes

Finally, the Governance and Nominating Committee has been busy updating the bylaws for your approval tonight. The biggest change is adding the Chair-Elect position, and many thanks to Luke Pierpont for stepping up to fill that position.

I've also included an updated 2025 Committee Assignment sheet, as well as an updated Board and Staff Roster.

**RESOLUTION
BY
THE BOARD OF DIRECTORS
SANTA FE CONSERVATION TRUST**

**AUTHORIZATION FOR SFCT STAFF TO PURSUE FINANCING OPTIONS
FOR THE PURCHASE OF A BUILDING**

WHEREAS, of the Santa Fe Conservation Trust (SFCT) is a 32-year-old nonprofit in excellent financial standing; and

WHEREAS, SFCT seeks to purchase a building to house its operations; and

WHEREAS, the organization needs to identify the best commercial lending options; and

WHEREAS, SFCT has cash on hand to use as a down payment but seeks to balance the amount of cash on hand it intends to use with a mortgage payment;

NOW THEREFORE, BE IT RESOLVED, that the Board of Directors authorizes SFCT's Executive Director and Organizational Advancement Officer to gather the information needed from lending organizations to help the organization choose a lender for the purchase of a building to house its operations

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 22nd day of April, 2025, at which a quorum was present, by a vote of _____ in favor, _____ opposed, and _____ abstaining.

Brant Goodman, Secretary

Date

2025 Committee Assignments

TRAILS/COMMUNITY CONSERVATION

Quarterly, 3rd Thursday of the month, 4 pm

Michael Avery—Chair
Tim Rogers—SFCT Staff
Sarah Noss—SFCT Staff
Carmichael Dominguez
Peter Martin
Luke Pierpont
Bob Findling—community member
Nigel Otto—community member

FINANCE

Monthly, 3rd Tuesday, 3-4 pm

Mark Fisher—Chair
McAllister Yeomans—SFCT Staff
Michael Avery
James Rivera
Kevin Brennan – community member
George Strickland—community member
Harlan Flint—community member

LAND REVIEW

Monthly, 1st Thursday, 3:30 pm

Carla Mattix—Chair
Melissa Houser—SFCT Staff
Ariel Patashnik – SFCT Staff
Melanie Solis Alvarez –SFCT Staff
Michael Avery
Sandra Ely
Al Reed
Dennis Romero
Ginny Olcott
Jan-Willem Jansens—community member
Christopher Thomson—community member

EXECUTIVE / GIFT ACCEPTANCE

As Needed

Quinn Simons, President
Luke Pierpont, President Elect, pending April meeting
Dennis Romero, Vice President
Mark Fisher, Treasurer
Brant Goodman, Secretary
Michael Avery, At-Large
Carla Mattix, At-Large

GOVERNANCE AND NOMINATING

As needed

Carmichael Dominguez—Chair
Sarah Noss—SFCT Staff
Al Reed
Julie Martinez
Frank Katz – community member
Joanna Prukop – community member

STAND UP FOR NATURE EVENT COMMITTEE

Bi-weekly, starting April 16th into October, Weds 4 pm

Joanne Smogor -SFCT Staff
Carmela Niño
TBD

RE-ACCREDITATION AD-HOC COMMITTEE

Starting June 2024, then monthly through mid-2025 on the following Mondays: June 24; July 22; August 26; Sept. 23; Oct. 28; Nov. 18; and Dec. 16.

Al Reed, Chair
Sarah Noss – SFCT Staff
Melissa Houser – SFCT Staff
Ariel Patashnik – SFCT Staff
Melanie Solis Alvarez –SFCT Staff
Carla Mattix
Dennis Romero

VALUES AD-HOC COMMITTEE

Every six months, or as needed

Julie Martinez, Chair
Sarah Noss –SFCT Staff
Brian Jensen –SFCT Staff
Carmichael Dominguez
Carla Mattix
Carmela Niño
Nancy Cook – community member

BUILDING/OFFICE SPACE AD HOC COMMITTEE

As needed

Quinn Simons, Chair
Sarah Noss—SFCT Staff
Brian Jensen—SFCT Staff
Brant Goodman
Julie Martinez
Carmela Nino
Dennis Romero

Santa Fe Conservation Trust
Board and Staff Roster Calendar Year 2025

Name	Address Line 1	Phone	Email
SFCT Office			
Mailing Address	PO Box 23985	(505) 989-7019	info@sfct.org
Physical Address	Santa Fe, NM 87502 400 Kiva Court, Suite B Santa Fe, NM 87505		
Board of Directors			
Michael Avery <i>At-Large</i>	613 N June St Los Angeles, CA 90004	(323) 314-8341	mavery@muirfieldfinancial.com
Carmichael Dominguez	2730 H Calle Ana Jean Santa Fe, NM 87505	(505) 231-2052	carmichaeldominguez@yahoo.com
Sandra Ely	2025 Senda De Andres Santa Fe, NM 8750-8364	(505) 500-5149	sandrajaneely@yahoo.com
Mark Fisher <i>Treasurer</i>	1301 Canyon Rd Santa Fe, NM 87501	(312) 363-7326	markf@parkfivecapital.com
Brant Goodman <i>Secretary</i>	43 Pinon Jay Trl Santa Fe, NM 87505	(505) 690-7311	brant@landseermanagement.com
Peter Martin	1103 Bishops Lodge Rd Santa Fe, NM 87501	(808) 280-3791	peter.mauilaw@gmail.com
Julie Martinez	1414 Luisa St Santa Fe, NM 87505	(719) 588-8805	jrmartinez@familymedicinepartners.com
Carla Mattix <i>At-Large</i>	350 Hillside Ave Santa Fe, NM 87501	(202) 607-6820	ccmattix@gmail.com
Carmela Niño	628 Alarid St Santa Fe, NM 87505	(505) 780-1224	cnino@santaferealestate.com
Ginny Olcott	139 Sereno Dr Santa Fe, NM 87501	(505) 690-1004	ginny@olcott.org
Luke Pierpont <i>President Elect</i>	1211 Agua Fria St Apt B Santa Fe, NM 87501	(505) 670-9497	lpierpont@gmail.com
Albert Reed	28 Cibola Circle Santa Fe, NM 87505	(505) 983-3258	areed28@comcast.net
James Rivera	1 West War Chief Lane Santa Fe, NM 87506	(505) 690-5508 (505) 455-3901	warchiefjames@gmail.com
Dennis Romero <i>Vice Chair</i>	203 E Coronado Rd Santa Fe, NM 87505	(505) 986-8050	dromerolaw@aol.com
Quinn Simons <i>Chair</i>	286 Los Pinos Rd Santa Fe, NM 87507	(505) 690-7666	qsimons@simonsfirm.com
Employees			
Sarah Noss <i>Executive Director</i>	1012 Osage Cir Santa Fe, NM 87505	(505) 670-5713	sarah@sfct.org
Melissa Houser <i>Stewardship Director</i>	130 Valley Dr Santa Fe, NM 87501	(505) 629-3288	melissa@sfct.org
Brian Jensen <i>Org Advancemt Offcr</i>	254 Plaza Canada Santa Fe, NM 87501	(505) 670-0268	brian@sfct.org
Ariel Patashnik <i>Conservation Director</i>	1306 Vitalia St Santa Fe, NM 87505	(858) 722-6456	ariel@sfct.org
Tim Rogers <i>Trails Program Mgr</i>	411 Cortez Pl Santa Fe, NM 87501	(505) 629-5647	tim@sfct.org
Joanne Smogor <i>Events Vol & Dev Coord</i>	7 Domingo Rd Santa Fe, NM 87508	(303) 895-5367	joanne@sfct.org
Melanie Solis Alvarez <i>Stewardship Associate</i>	4650 Airport Rd #28 Santa Fe, NM 87507	(505) 629-5647	melanie@sfct.org
McAllister Yeomans <i>Operations Mgr</i>	1713 Callejon Emilia Santa Fe, NM 87501	(505) 577-0663	mcallister@sfct.org
Antoinette Armijo-Rougemont <i>Accounting Associate</i>	106 Sunrise Road Santa Fe, NM 87507	(505) 490-3686	antoinette@sfct.org
Randle Charles <i>Community Engagement Director</i>	1000 Cordova Pl. PMB 531 Santa Fe, NM 87505	(214) 491-9697	randle@sfct.org

iVámonos!

SANTA FE WALKS

Explore Santa Fe's trails • Get some fresh air • Meet your community!

30 Free Walks & Hikes from May through October



MAY

6 - Tuesday @ 6 PM

Take a Walk on the South Side
Southside Library to Tierra Contenta Trail
Meet at 6599 Jaguar Dr



8 - Thursday @ 5:30 PM

Find a New Path!
Arroyo de los Chamisos Trail from GCCC to
Camino Carlos Rey - Meet at 3221 Rodeo
Rd GCCC Solar Parking Lot - East End



21 - Wednesday @ 5:30 PM

Wellness Walk
Acequia Trail from Larragoite Park to Railyard
Park. Meet at 1464 Cristobal Colon



30 - Friday @ 10 AM

Walk with our Elders
Bicentennial/Alto Park to SF River Trail
Meet at 1121 Alto St, behind MEG Center



31 - Saturday @ 9 - 11 AM

Vámonos Hike - Dovetail, A SFCT Property
Learn about SFCT's land restoration projects
Meet at 226 Thornton Ranch Rd/Cottonwood
Trailhead (TH)



JUNE

4 - Wednesday @ 5:30 PM

Wellness Walk
Acequia Trail from Larragoite Park to
Ashbaugh Park. Meet at 1464 Cristobal Colon



10 - Tuesday @ 6 PM

Take a Walk on the South Side
Southside Library to Tierra Contenta Trail
Meet at 6599 Jaguar Dr



12 - Thursday @ 5:30 PM

Find a New Path!
Santa Fe Canyon Preserve Loop Trail
Meet at Cerro Gordo TH (Dale Ball Trails)



21 - Saturday @ 1 - 3 PM

Vámonos Hike with El Rancho de las
Golondrinas - "Take a Kid Hiking Day" with
Nature Scavenger Hunt and Ice Cream!
Leonora Curtain Wetland Preserve (no dogs
please). Meet at 49A W Frontage Rd



27 - Friday @ 10 AM

Walk with our Elders
Bicentennial/Alto Park to SF River Trail
Meet at 1121 Alto St, behind MEG Center



JULY

2 - Wednesday @ 5:30 PM

Wellness Walk
Acequia Trail from Larragoite Park to
Railyard Park. Meet at 1464 Cristobal Colon



8 - Tuesday @ 6 PM

Take a Walk on the South Side
Southside Library to Tierra Contenta Trail
Meet at 6599 Jaguar Dr



12 - Saturday @ 9 - 11 AM

Vámonos Hike - Norski Trails
Meet at NM-475/Hyde Park Rd just past
Vista Grande Overlook and before Ski Basin



17 - Thursday @ 5:30 PM

Find a New Path!
Frenchy's Field Park to SF River Trail
Meet at Frenchy's Field TH, 2001 Agua Fria St



25 - Friday @ 10 AM

Walk with our Elders
Bicentennial/Alto Park to SF River Trail
Meet at 1121 Alto St, behind MEG Center



See August through October walks and Color Code Legend on back

For more information and
maps of the walks, visit:

sfct.org/vamonos
(505) 989-7019

TEXT SFWALKS
TO 833-243-6033
FOR WALK REMINDERS

AUGUST

5 - Tuesday @ 6 PM

Take a Walk on the South Side
Southside Library to Tierra Contenta Trail
Meet at 6599 Jaguar Dr

9 - Saturday @ 9 - 11 AM

Vámonos Hike - Explore Re-Unity Resources
from the Santa Fe River Trail
Meet at Romero Park (dog park entrance),
2001 Caja del Oro Grant Rd

13 - Wednesday @ 5:30 PM

Wellness Walk
Acequia Trail from Larragoite Park to
Ashbaugh Park. Meet at 1464 Cristobal Colon

21 - Thursday @ 5:30 PM

Find a New Path!
Walk SF River Trail and end with Happy Hour!
Meet at Tumbleroot, 2791 Agua Fria St

22 - Friday @ 10 AM

Walk with our Elders
Bicentennial/Alto Park to SF River Trail
Meet at 1121 Alto St, behind MEG Center

SEPTEMBER

2 - Tuesday @ 6 PM

Take a Walk on the South Side
Southside Library to Tierra Contenta Trail
Meet at 6599 Jaguar Dr

10 - Wednesday @ 5:30 PM

Wellness Walk
Acequia Trail from Larragoite Park to
Railyard Park. Meet at 1464 Cristobal Colon

13 - Saturday @ 9 - 11 AM

Vámonos Hike at the Arroyo Hondo Open
Space - Meet at Old Agua Fria Rd E TH
(end of road, off Old Santa Fe Trail exit)

18 - Thursday @ 5:30 PM

Find a New Path!
Arroyo de los Chamisos Trail from Museum
Hill to St. John's College
Meet at 1899 Camino Corrales (end of road)

26 - Friday @ 10 AM

Walk with our Elders
Bicentennial/Alto Park to SF River Trail
Meet at 1121 Alto St, behind MEG Center

OCTOBER

1 - Wednesday @ 5:30 PM

Wellness Walk
Acequia Trail from Larragoite Park to
Ashbaugh Park. Meet at 1464 Cristobal Colon

7 - Tuesday @ 5:30 PM

Take a Walk on the South Side
Southside Library to Tierra Contenta Trail
Meet at 6599 Jaguar Dr

16 - Thursday @ 5:30 PM

Find a New Path!
El Camino Real Trailhead to SF River Trail
Meet at 3600 Constellation Dr off Airport Rd

18 - Saturday @ 8:30 AM - 1:30 PM

Vámonos Hike at Cerrillos Hills State Park
Registration required to info@sfct.org for
free bus transportation to TH

24 - Friday @ 10 AM

Walk with our Elders
Bicentennial/Alto Park to SF River Trail
Meet at 1121 Alto St, behind MEG Center



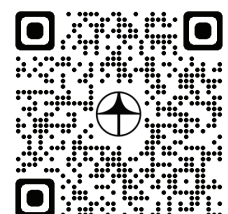
Sponsored by the Santa Fe Walking Collaborative
& convened by the Santa Fe Conservation Trust
Spanish language schedule available at sfct.org/vamonos

¡Vámonos!

SANTA FE WALKS

COLOR CODE LEGEND

- Easy
- Moderate
- ADA Accessible Trail
- Dirt / Rough Trail
- Mixed ADA / Dirt Trail



Land Review Committee Report
April 22, 2025

ACCREDITATION RENEWAL UPDATE:

- We submitted our application for accreditation renewal in early February. We expect to hear back from the Land Trust Accreditation Commission with requests for additional information within the next month or two. The Commission's final decision should come around December.

PROJECTS CLOSED SINCE DECEMBER MEETING:

- **Pond Tract CE:** This donated easement protects and ensures public access to a 4-acre parcel in Tesuque that includes a stretch of the Winsor trail.
- **Tree House CE (aka Moonfrog Cañada):** This donated conservation easement protects 16 acres in Cañada del Los Alamos adjacent to the Treehouse Camp. The project includes one Building Envelope over two lots. The project advanced our goals of land protection in the upper Galisteo Basin watershed.

NEW CE PROJECTS UNDERWAY:

- **Rancho Las Lagunas CE:** This purchased conservation easement will protect 100 acres of irrigated farmland in Nambe and is our first 'Total Transaction' project, through which SFCT is contributing transaction cost funding. Staff from USDA NRCS (Natural Resources Conservation Service) told us verbally that the project will receive ACEP-ALE (Agricultural Conservation Easement Program – Agricultural Land Easement) funding this year. It is apparently the only project in the state getting funding. Based on current appraisal estimates NRCS will contribute \$757,500 towards the purchase of the easement. This will add to the \$570,000 we secured from the NM Natural Heritage Conservation Act (NHCA) program, for a total purchase price of \$1,327,500. The landowner will donate the remaining \$187,500 of easement value. SFCT is also receiving \$25,000 in transaction costs funding through NHCA, which will offset some of the \$75,000 of funding (including staff time) that SFCT pledged to contribute via the Total Transaction program. This will be the first project ever to combine NRCS and NHCA funding, so it is sure to be full of hurdles, but we can do it! The landowners are wonderful and up for the challenge.
- **PROS Pecos Canyon 16 CE amendment to add acreage:** We are working with landowner PROS (Pecos River Open Spaces) 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. The easement should close this fall.

- **South Pass Ranch CE:** We are working with landowner Sallie Bingham to protect this 1,319-acre property on Apache Mesa in San Miguel County. 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. Finding a surveyor has been challenging, but we are hoping to get the survey done in early fall and close in late fall.
- **Dettling CE:** This easement will cover 90 acres of land along the Rio Chama east of Abiquiu, near the O’Keefe Welcome Center. This property’s conservation values are natural habitat, scenic open space, and agriculture. The property spans from US-84 to the Chama and includes water rights to irrigate 27 acres. The southern half of the property was recently leased to a farmer who raises goats and chickens and is hoping to harvest a native seed crop. The northern half of the property consists of bosque with a mix of native and invasive riparian species. The vegetation on the property is remarkably diverse and provides good wildlife habitat. This easement will be completed in two phases to maximize the state tax credit. The first phase should be completed in late 2025 and the second phase (an amendment to add acreage) should be completed in early 2026. The landowner, Jon Dettling, who owns the land through an LLC, is using the Quickstart Program to cover SFCT’s fee but is paying the direct costs himself.

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. The easements are old and poorly drafted. This amendment would benefit the conservation values and reduce the stewardship burden on SFCT. It would also resolve a violation (the landowner’s trailer is located outside of the current building envelope because the envelope is in a bad location). Unfortunately, the landowner, who had already been moving slowly, recently had a family tragedy and told us he can’t afford the amendment fee of \$4,000. The fee is designed to cover SFCT staff costs and legal expenses. The LRC recommended that it would be in the best interests of SFCT to cover the costs of the amendment. The landowner will pay for the survey.
- **Turner II amendment pending:** A simple amendment to correct an error in the legal description of this easement is being worked on.
- **Los Trigos Violation:** This minor violation is being resolved. The landowner has agreed to move their equipment into a designated building envelope. Landowner denied that property managers have used ATVs off-road, but he is now aware of the restriction, so hopefully any use that has occurred will stop. We will continue to monitor the state of the grassland and speak to the landowner about off-road use again if necessary.

- **Ross Violation:** The landowners graded and graveled an area for a wedding, which violated the easement. We sent a letter notifying them of the violation and asking for a meeting. No response yet. Staff are following up with another letter and email setting the meeting date.
- **Little Tesuque Creek:** This was a third-party violation of a County Open Space Property. (A neighbor built a trail that is prohibited by the easement and is causing erosion.) The violation is being resolved. The county is contracting with Ecotone to restore the damaged area.
- **Conservation Easement Monitoring:** Monitoring letters will go out on the third week of April and monitoring will start on the third week of May, a month later.

FEE PROPERTY STEWARDSHIP:

- **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 from 9am to 11am, May 17 from 8am to 10am, and a shrub planting workshop on April 12th from 9am to 3pm. The planting consisted of 30 Winterfat, 15 Three-leaf Sumac with Oya Watering Pots with volunteers to complete the Cornell 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:** For years SFCT has been trying to facilitate continued public use of the trail along the Santa Fe River that passes through the Riverhaven property by listening to neighbors and doing work at their request, like putting up signage and moving a footbridge. Recently, two of the neighbors began asserting that the public does not have the right to use the shared driveway that runs between Upper Canyon Road and SFCT's property. SFCT has an access easement along the driveway, established by plat. The committee discussed this extensively. They decided to wait and see how the situation unfolds. The committee recommended we stop trying to appease the neighbors by putting up signs on their behalf, etc. Separately, Environmental Science classes from the SF Indian School have been taking field trips to the property and helping us conduct a tree inventory. This property needs an updated management plan. Also separately, we had an initial conversation with Taos Land Trust about donating an easement over this property, as the Board recommended in 2024. TLT is interested but very busy.
- **Apache Canyon:** A forest management plan for the property, funded by the Land Trust Alliance and State Forestry, will be completed this summer. The Forest Stewards Guild has volunteered their time to thin a few acres near the southwest corner of the property. We had been planning a small pile burn this winter for the slash, in cooperation with the Guild, but it was cancelled due to neighbor opposition. (Even if the neighbors hadn't been opposed, we couldn't have burned

this winter because we didn't get enough snow). Some of the piles have been chipped, some will be scattered, and some will be left for wildlife habitat.

- **Atalaya:** No changes have occurred here. We will also need to review and possibly update the Management Plan for this property in 2025.



Ad-Hoc D.E.I. Committee
Thursday, April 10 – 4pm
MINUTES

Present: Julie Martinez (Chair), Carmichael Dominguez, Carmela Niño,
Staff: Sarah Noss, Brian Jensen, Randle Charles

1. Greetings and Introductions—Everyone introduced themselves, although everyone basically knew each other.
2. Committee Details--

- a. Ad-hoc or Chartered—The committee talked about the pros and cons of being ad hoc versus being an established committee. Given the political climate around DEI, we talked about how this committee, being ad hoc at the moment, is not one that is publicized at all, and maybe that is better. The consensus is that staying an ad hoc committee for now makes sense.

We talked about how the Community Engagement work of the organization could be moved to this committee, as community engagement is about ensuring diversity, equity and inclusion in our programming. Randle talked about his interest in helping the organization do a risk management manual, to help create an organization-wide awareness, a culture of transparency and buy-in to safe practices across all our programs. He'll also be working on figuring out collaborations with other orgs that are working on DEI issues, like the Mountain Center. He's experiencing Passport to Trails now to get an idea of how it works. There might be opportunities to expand that program, as well as the Vámonos program once he gets a sense of how it works. We talked about Carmichael's stats that he shared from when he was on the City Council showing how underserved the south side is both in terms of parks and recreation.

- b. Committee Name—Sarah explained that she had gotten feedback from other board members about possibly deleting any reference to DEI organization-wide, which is why we now call our DEI statement a "Values Statement." The committee agreed that that was probably a good change, but they didn't want to change the name of the DEI Ad Hoc Committee, again, because it is not a committee that gets publicized and the current name is more precise about its purposes.
3. Future of the Community Advisory Group—Sarah explained that the CAG had done its work of helping to rename the property. After discussing it with Randle and Kristin, our consultants on the name change, we felt like we should probably not keep them as a formal group but continue to stay in touch with them and ask for their advice as needed. The committee agreed.
4. LTA Western Innovation Grant—Sarah explained that the org had received a \$15,000 LTA Western Innovation grant in 2023 to help the organization get facilitation to produce and

approve our Values Statement and to also hire facilitators to assist in the renaming process. The 2023 grant also funded honorariums, food and travel reimbursements for the Community Advisory Group. SFCT received a second \$15,000 Western Innovation Grant at the end of 2024 that we are now using to deepen our relationships with the Native Community, finalize and get approval for the name change, and finalize our interactions with the Community Advisory Group. We would use part of the grant to help publicize the name change and for the grand opening of the accessible trail; to help underwrite expenses with the SF Indian School kids who are helping on the stewardship of Riverhaven; to continue to cultivate relationships with the Native population to identify another Native board member, potentially, and other collaborations. Sarah just wanted the committee to know that there is continuing momentum in our efforts to bring more Native people into our work.

5. Adjourn

- a. Next Scheduled Meeting: ~~Friday, November 14 Time: TBD~~ The ad hoc committee would like to meet more than just two times a year. They agreed quarterly would make more sense. They asked staff to find a date in late July/early August for the next meeting.

Santa Fe Conservation Trust, Executive Committee Meeting Minutes

Date: Wednesday, April 9, 2025

Time: 4:00 PM

Location: Zoom

Attendance: Quinn Simons (Chair), Carla Mattix, Michael Avery, Mark Fisher, Sarah Noss (Staff), and Brian Jensen (staff). Not in attendance: Dennis Romero and Brant Goodman.

1. Galisteo Property Renaming, Dovetail Proposal, and Arroyo Crossing Update

Sarah conveyed to the committee that the proposal for a new property name and the story behind the process will be in the upcoming board packet for the April 22 meeting. She offered the committee some highlights from that story including that the process really started about 3 years ago when she had lunch with Chris Chavez from Kewa Pueblo. The process to rename really started in late 2023 when an ad hoc DEI Committee was put into place to draft a Values Statement for board approval. That occurred in early 2024. In the fall of 2024, a group named the Community Advisory Group (CAG) was put together to come up with a proposed name for the property. They meet from October-February 2025. In November 2024, about 80 people joined SFCT on property walkabouts to hear about the restoration work occurring on site as well as the history of the property, at least what we know of it. About 70 people participated in a survey about their experience and relationship with the Galisteo Basin. This survey helped to inform the CAG about broader themes and feelings about the land.

The CAG operated on a consensus basis and considered quite a few names and associated questions, such as which language should the name be, and a strategy to come up with a name that would cause no harm to any community. The group coalesced around the concept of a dovetail, or the mourning dove bird. After several hours of discussion, the group felt that Dovetail, which represents new beginnings and coming together, aligned as a name with the goals of the property, and represented the history of the area well given that the bird is native to the area and several Pueblos hold the dove in high regard around water.

Quinn offered his thoughts to the committee and shared that he felt after attending the January 15 meeting of the CAG that the process is exactly what was needed and wanted and felt excited about the group's work.

Once the name is approved, there are plans to share the name with specific constituent groups first through a newsletter on April 25, such as monthly donors, Atalaya Legacy Society members, major donors (\$1K+) and the folks who participated in the walkabouts and/or survey. A press release will be sent to the New Mexican and shared more widely.

Michael and Mark both shared they liked the name and felt good about the process with the CAG, achieving the goals it had set out.

The committee discussed a possible tagline for the Dovetail name to appear on certain signage. The committee felt that "A Santa Fe Conservation Trust Property" best tied the property to the organization and was clean, short and simple.

A bit of time was spent on the recently completed arroyo crossing that allows for access to the Dovetail property. The contractor didn't construct the crossing according to the engineer's plans. His quote for the job was misleading and looked like he had quoted all the materials specified by the engineer. It wasn't until the job was inspected that we realized the contractor didn't use all the materials specified. SFCT and the contractor were working on a multi-year warranty on the arroyo crossing to resolve the situation.

2. Office Space

The committee had a wide-ranging discussion on the search for new office space, financing, and the pros/cons of buying now versus launching a capital campaign.

Brian gave an overview of the current situation. The organization is looking at both still purchase and lease options. With the growth of the staff since 2018 when it started the current lease, there is need for more square footage. There is currently low inventory with both the purchase and lease markets. Brian, Sarah, and Carmela have looked at several properties. On the purchase side, they are going to take a second look at the Casas de Santa Fe building on Paseo de Peralta, very close the Roundhouse. On the lease side, there a few options each with their own pros and cons.

Some on the committee felt the current climate indicated it is not the right time to purchase while others felt that the external factors are not a big consideration, if the space meets our goals. The question of whether to use existing cash reserves or wait for a capital campaign was raised, with several members advocating for a cautious, strategic approach. Some members expressed concern about timing due to market uncertainty, while others felt urgency in securing a permanent space. Some felt the next years in a new lease provide the time and space to consider the organization's needs and fundraising strategies.

3. Staffing & Development

Sarah brought up Joanne, the organization's Development and Events Coordinator. Sarah expressed that that Joanne had expressed to her in recent conversations that she is running out of steam with the current role, particularly with work related to Stand Up For Nature (SUN), and needs a change of pace. Joanne's work and the broader events/development staffing needs were discussed. There were concerns shared about the not too far off (if not already) need for additional development support. It was acknowledged that outreach and development had been particularly successful this past year, and there is a need to continue this momentum. What Joanne needs to be able to pull off another successful event is more board support around business sponsorships, event fundraising, and participation; upgrading the event management software, rethinking the event committee's purpose and objectives, and hiring additional development staff.

4. Executive Director Job Review

Sarah's 2024 job review was a private discussion and not captured in the notes.

5. Adjournment

The meeting was adjourned.

SFCT Trails and Community Conservation Committee Update: April 17, 2025

SFCT's Trails and Community Conservation Committee met at SFCT on Feb 20. The Committee welcomed Board member Peter Martin as a new committee member, recognized new staff member Randle Charles, and welcomed, and voted to accept, another new committee member, Bob Findling, recently retired from The Nature Conservancy. The Committee discussed the need in 2025 to review and further develop material for SFCT's Strategic Plan update and received staff updates on trail and community conservation. The next Committee meetings are scheduled for May 15, Aug 21, and Nov 20.

Trail Program Update

Trail Work: We have done two City trail work days at La Tierra Trails and are ready for more with the return of the many trail volunteers who are also tax volunteers. We took several weeks off since Tim injured his hand but he will return to strictly supervise volunteers doing the trail work. Tim is meeting with County staff in late April to consider a long-needed re-route that he has flagged in Dale Ball Trails, and in May to review maintenance needs on the La Piedra Trail, along with trail steward Peter Olson.

Road and Trail Design Review: Tim has reviewed and commented on designs presented for the Acequia Trail Extension (w of S Meadows), the Arroyo Chamisos Crossing (a/k/a Richards Ave. connection), and the Henry Lynch Rd reconstruction and roundabout at Agua Fria St. Tim is once again a member of the City Bicycle and Pedestrian Advisory Committee (BPAC) Technical Review Subcommittee but this has not helped facilitate direct participation in design meetings as has occurred in the past.

Bicycle Wayfinding: Under a purchase order with City Public Works, Tim presented Phase 2 for bicycle wayfinding signage to BPAC, which approved the plan and designs to be implemented by the City. We can now bill the City for 75% of the P.O. while continuing work on a smaller piece on "Bike Route 66."

Community Conservation Update

Vamonos / Santa Fe Walks: The Santa Fe Walking Collaborative convened by SFCT has finalized another schedule of 30 community walks from May to October, as well as a marketing plan to include newspaper inserts, text messages, web site material, radio announcements, and ads, articles, and letters to the editor in various local publications. In addition to the regular monthly walks on the River, Acequia, and Tierra Contenta Trails, special hikes will visit SFCT's Dovetail property, ReUnity Farm, the Norski trails, the Santa Fe Canyon Preserve, Museum Hill and St John's College, Cerrillos Hills State Park, Arroyo Hondo Open Space, and the Leonora Curtin Wildlife Refuge for the "Take a Kid Hiking Day" scavenger hunt on June 21. Brian Jensen is passing the baton to Randle Charles as the coordinator of the Vamonos effort.

Passport to Trails: We have already done three of eighteen field trips scheduled for this Spring. The first group was a visit to SFCT's Galisteo Basin property by Mr Bourdon's seventh graders from Nina Otero Community School. The rest of consist of fourth and fifth graders heading to the north section of Dale Ball Trails and the start of the La Piedra Trail from Nina Otero Community School, El Camino Real Academy, Atalaya Elementary School, and Chaparral Elementary school. Fifth graders are receiving hydration packs for completing their Passports.

We have also scheduled four Passport outings with City Recreation's Teen Center in the Summer.

A "**Community Cruise**" bike ride – the Acequia and River Cruise - is scheduled for Sat. May 10 starting at 10 am at the Railyard Community Room.

**BYLAWS OF
SANTA FE CONSERVATION TRUST**
Amended: ~~October 17, 2019~~ April 22, 2025

**ARTICLE I
NAME AND ADDRESS OF THE CORPORATION**

The name of the corporation is Santa Fe Conservation Trust (the Corporation). The principal office of the Corporation shall be located in the City of Santa Fe, New Mexico. The Corporation may have such other offices within the State of New Mexico, as the business of the Corporation may require.

**ARTICLE II
PURPOSE OF THE CORPORATION**

The purpose of the Corporation is to serve the community of greater Santa Fe County and northern New Mexico by promoting the conservation of important land and water resources. These resources shall include: open spaces, traditional landscapes, the plant and animal life thereon, trails (both for recreation and transportation) and unique scenic, natural and historic sites.

**ARTICLE III
MEMBERSHIP**

Section 1. The Corporation shall have no members.

**ARTICLE IV
BOARD OF DIRECTORS**

Section 1. General Powers. The governing body of the Corporation shall be the Board of Directors, which shall have the control and management of the business and affairs of the Corporation. The Directors shall in all cases act as a Board and regularly convene. The Board of Directors shall consist of not less than seven (7) nor more than twenty-one (21) Directors, as may be determined thereafter from time to time by a majority of the current Directors on the Board of Directors. In addition, the Board may appoint Emeritus Directors who the Board wants to honor and who shall not be voting Board members. The Corporation shall have all powers provided by law.

Section 2. Nominations. Nominations for Directors shall be made by the Nominating Committee. At least ten days before the annual meeting, the recommendations of the Nominating Committee shall be mailed to the Board of Directors. The Board shall consider each recommended nominee and shall elect the Directors.

Section 3. Election. Directors shall be elected by a majority of the Board of Directors at the

Annual Meeting of the Board of Directors (hereafter Annual Meeting).

Section 4. Terms of Office. All members of the Board of Directors shall be elected to serve a term of three (3) years and shall assume their posts on January 1 of the coming year. No Director may serve more than three (3) consecutive terms for a total of nine (9) years. Any Director elected to fill a vacancy shall complete the unexpired term and may be eligible for re-election to a regular and consecutive term at the Annual Meeting.

Section 5. Removal. Any officer or Director may be removed with or without cause by a vote of two-thirds of the Directors then in office.

Section 6. Vacancies. In case of a vacancy, a majority of the remaining Directors, even if less than a quorum, will elect a successor for the remainder of the vacant term.

Section 7. Call and Notices. The Board of Directors shall meet on call by the Chair or on written request filed with the Secretary by four or more Directors. The Secretary shall give reasonable notice to each Director of the time, place and date of each meeting by notice in writing mailed, postage prepaid, not later than the tenth day before the day set for the meeting and addressed to the Director's last known post office address according to the Corporation's records, or by electronic means, ~~telegraphic or telephonic communication or notice~~ in writing delivered personally to the Director's residence or usual place of business not later than the second day before the day set for the meeting. No notice of the time, date, place or purpose of any meeting need be given to any Director who, in writing executed and filed with the records of the meeting either before or after the holding thereof, waives such notice or who attends the meeting. Meetings may be held telephonically or via video conference if all Directors attending are able to hear all proceedings.

Section 8. Annual Meeting. The Annual Meeting shall be held at such time and place as the Board of Directors shall determine by resolution. Notice of the time, date, and place of the Annual Meeting shall be given in the manner set forth in Section 7. All meetings shall be governed by Robert's Rules of Order. The Board of Directors shall keep minutes of its meetings and a full account of its transactions.

Section 9. Quorum and Voting. At every meeting of the Board of Directors, a quorum shall consist of a majority of the Board of Directors. Unless otherwise specified in these Bylaws, the majority vote of those persons actually present at a meeting at which there is a quorum will prevail on all matters. There shall be no voting by proxy.

Section 10. Compensation. Directors shall receive no compensation for their services as such but may, by resolution of the Board of Directors, be allowed reimbursement for their expenses actually and reasonably incurred on behalf of the Corporation.

Section 11. Informal Action by Directors. Any action of the Directors may be taken without a meeting if a consent in writing setting forth the action taken is signed by all Directors and filed with the minutes of the Corporation.

ARTICLE V OFFICERS AND COMMITTEES

Section 1. Officers and Qualifications. The officers of the Corporation shall be the Chair, the Chair-Elect, the Vice Chair, the Secretary and the Treasurer. These officers shall be elected by the Board of Directors as prescribed by these Bylaws. Other officers deemed necessary may be elected by the Board of Directors in accordance with these Bylaws. No two offices may be held by the same person. All officers shall be Directors.

Section 2. Election and Term. All officers of the Corporation shall be elected annually by the Board of Directors at the Annual Meeting from a slate presented by the Nominating Committee or whenever a vacancy occurs. Each officer may be eligible for re-election to the same position for six (6) consecutive years and shall hold office until his or her successor has been duly elected, appointed or until removed. The Chair may appoint an interim officer to fill a vacant position until an election can be held.

Section 3. Powers and Duties. The duties and powers of the officers of the Corporation shall be as follows and shall hereafter be set by resolution of the Board of Directors:

A. The Chair shall:

1. Call regular meetings of the Board of Directors in accordance with the requirements of the laws of the State of New Mexico and these Bylaws and shall preside over all such meetings.
2. Provide leadership in directing the fulfillment of the objectives of the Corporation, fund raising and community leadership.
3. Enforce these Bylaws and perform all duties incident to the office of Chair and which are required by law, and see to it that all orders and resolutions of the Board of Directors are implemented.
4. Preside at all meetings of the members of the Board of Directors and of the Executive Committee.
5. Act as an ex-officio member of all committees except the Nominating Committee.
6. Appoint chairs for all committees other than the Finance Committee and the Executive Committee.
7. Appoint interim committees.
8. Present an annual report at the Annual Meeting or designating a representative to present said report.
9. Sign all contracts and other instruments authorized by the Board of Directors.
10. Oversee the hiring, evaluation and, if necessary, the discharge of the Executive

Director.

11. Perform any other duties incident to the office of the Chair.

B. Chair-Elect. The Chair-Elect will develop the knowledge and skills to assume the office of Chair at the end of the Chair's tenure in office.

1. The Chair-Elect will preside at SFCT functions as requested by the Chair and shall perform such duties as are delegated to her/him by the Chair.
2. The Chair-Elect may also serve as an ex-officio member of all committees appointed by the Chair.
3. The Chair-Elect shall act as Chair when the Chair is absent or cannot act.

CB. Vice-Chair. In the absence of the Chair or Chair-Elect, or in the event of the Chair's or Chair-Elect's inability or refusal to act, the Vice-Chair shall perform the duties of the Chair, and when so acting, shall have all the powers and be subject to all the responsibilities of the office of the Chair and shall perform such other duties and functions as the Board of Directors may prescribe.

DE. The Secretary shall:

1. Keep minutes of all meetings of the Board of Directors, and the Executive Committee.
2. Maintain a file of the official documents and records of the Corporation as directed by the Board of Directors.
3. Mail notices of all meetings, special or regular, to the Board of Directors, and the Executive Committee.
4. In general perform all duties incident to the office of secretary and such other duties as may be assigned to the Secretary by the Chair or the Board of Directors.

ED. The Treasurer shall:

1. Have the care and custody of and be responsible for all of the funds of the Corporation, and shall deposit such funds in the name of the Corporation in such banks, trust companies or other depositories as shall be designated by the Board of Directors.
2. Keep at the principal office of the Corporation accurate books of accounts of all its business and transactions and shall at all reasonable hours exhibit books and accounts to any Director upon application at the office of the Corporation during business hours.

3. Render a report of the condition of the finances of the Corporation at each regular meeting of the Board of Directors and all other times as shall be required.
4. Disburse the corporate monies in accordance with the budget or upon order of the Board and sign checks of the Corporation in the manner prescribed by the Board of Directors.
5. Secure the bond or insurance to protect the Corporation and its staff, its Directors and its members.
6. Perform such other functions as may be required of the Treasurer.

Section 4. Committees

A. Executive Committee. The Board of Directors shall elect an Executive Committee consisting of the officers of the Corporation and up to ~~two~~ ~~two~~ ~~three~~ (232) additional Directors. The Chair of the Board of Directors shall be the Chair of the Executive Committee. The Executive Committee shall act for the Board of Directors during the period between Board meetings and shall exercise all powers of the Board except any which have been expressly reserved by resolution of the Board of Directors or by these Bylaws or by New Mexico law. The Secretary shall give reasonable notice to each member of the Executive Committee of the time, date, and place for each committee meeting.

A majority of the Executive Committee shall constitute a quorum for the transaction of business and a quorum must be maintained for the duration of the meetings. Participation by teleconference or video conference is permissible. The Executive Committee shall be responsible for the annual written review of the Executive Director and that review, as well as all proceedings, shall be maintained in writing and immediately reported to the Board of Directors.

B. Finance and Audit Committee. This committee consists of the Treasurer as chair, with at least ~~and two~~ other members who are Directors ~~although and up to no more than three~~ ~~two~~ non-Director members. A minimum of three members must serve on the committee. ~~may serve as members.~~ This committee will assist the Board of Directors and the Executive Committee in fulfilling its oversight responsibilities by monitoring: (1) the overall systems of internal control and risk mitigation; (2) the integrity of the financial statements of the Corporation; (3) compliance by the Corporation with legal and regulatory requirements and ethical standards; (4) the independence and performance of the Corporation's internal and independent auditors; and (5) the Corporation's disaster recovery and data security plans.

The responsibility of the Finance and Audit Committee is to ensure the financial integrity of the Corporation. This encompasses the protection of the assets of the Corporation and the development of plans to ensure that ongoing revenues are sufficient to support the systemic level of expenditures. The financial records of the Corporation shall be made available to Directors.

C. Governance and Nominating Committee. This committee shall consist of three or more Directors with no more than two non-Director members. Up to a total of six members may

be appointed to the committee. This committee is responsible for assessing and nominating members of the Board of Directors; making recommendations regarding the Board's composition, operations and performance; overseeing the Corporation's Executive Director succession planning process; developing corporate governance principles; and helping shape the corporate governance of the Corporation.

This committee is also responsible for evaluating the Board's organizational policies and procedures, and conducting it bi-annual self-evaluation. It recommends candidates as new Board members after an evaluation of the needs of the Board. This committee is charged with providing leadership on all issues pertaining to the Board governance, orients new members to the Board and educates the entire Board on Board matters/responsibilities; it is charged with the responsibility of providing leadership on all issues pertaining to the Board governance. The committee nominates the officer slate to the Board annually pursuant to these Bylaws.

~~This committee shall consist of Directors with no more than two non-Director members.~~

D. Land Review Committee. This committee shall consist of 3 or more Directors and non-Director members. (Should non-directors be unlimited on this committee? See Committee Rules below. Or should we make them non-voting?)

This committee shall ensure that the Corporation achieves its key conservation priorities;

It shall ensure that the Corporation has established appropriate and effective systems, policies and procedures and standards to govern its conservation activities; it shall provide oversight and risk assessment of transactions and activities; it shall evaluate conservation projects and activities to ensure effective review of conservation projects and activities requiring full Board approval; and it shall ensure the Corporation activities are informed by the best conservation science as determined by the recognized standards and practices.

~~This committee shall consist of Directors and non-Director members.~~

~~E. — Development and Marketing Committee. Responsibility for the development of sustainable long-term financial resources for the Corporation rests with the Board of Directors. The Development and Marketing Committee provides the Board with guidance and counsel on revenue-generating plans by reviewing, discussing, evaluating and helping to implement proposed financial development and marketing strategies. The committee will make sure that the Trust's website, newsletters, mail campaigns, press releases, and other marketing materials are current and promote the Trust in a clear and professional manner. Furthermore, the committee will participate in fundraising and event planning and the promotion of the organization to help guarantee that the communities in which the Corporation works are familiar with our mission, programs and services.~~

~~This committee shall include no fewer than three Directors and may include non-Director members. The Development Committee shall coordinate all fund-raising efforts of the Corporation.~~

~~EE. Trails/Community Engagement/Conservation Committee. The committee shall be~~

comprised of at least three (3) Directors as well as non-Directors who share an interest in trails and community engagement efforts. (Should non-directors be unlimited on this committee? See Committee Rules below. Or should we make them non-voting?) The committee coordinates the Corporation's interest and involvement in trails creation, management and stewardship, largely by coordinating the activities of the staff trails program manager with the larger community of non-motorized recreationists, outdoor advocates, and private and public sector land managers. Additionally, the committee shall advise staff on community ~~conservation~~ engagement efforts, the goal of which is to broaden and diversify the constituents of SFCT in a way that makes the organization relevant to more people in the community.

~~The committee shall be comprised of at least three (3)two (2) Directors as well as non-Directors, as appointed by the Board Chair, who share an interest in trails advocacy.~~

FG. Interim Committees. These committees may be appointed by the Chair to carry out any of the lawful powers and purposes of the Corporation.

GH. General Committee Rules. The Chair of the Board shall designate the number of members for each committee, shall appoint those members and shall appoint the chairs of those committees (except that the chair of the Finance Committee shall be the Treasurer and the Chair of the Executive Committee shall be the Chair of the Board of Directors). Any committee member (other than those appointed by the Bylaws) may be removed by the Chair, with or without cause, at any time. The committees shall meet as necessary to carry out their business. A quorum for any meeting shall be a Majority of the Members and any action may be taken by a majority vote of those present at the meeting. Each committee shall be authorized to delegate their responsibilities to subcommittees or individual members. Each standing committee may adopt a charter to guide its actions, which charter shall be in conformance with these Bylaws.

Section 5. Executive Director. The Board shall employ an Executive Director to serve as the chief administrator of the Corporation. The Executive Director shall manage the conduct and operation of the Corporation in accordance with the Corporation's stated purposes, its Mission Statement, its long-range policies and the approved budget. The Executive Director shall attend Board meetings and necessary committee meetings, except as to those portions declared to be executive sessions from which the Executive Director is excused by the Chair of the Board. The Executive Director shall be a voting, ex-officio member of all committees, except shall not have a vote on the Executive Committee.

Section 6. Powers and Duties. The Executive Director shall have the following powers and duties, in addition to such duties as may be prescribed by law or set forth elsewhere in these Bylaws, Board resolutions or by the Executive Director's employment agreement with the Corporation:

- A. Developing and implementing the Corporation's Long-Range Plan;
- B. Hiring, ~~firing~~, supervising, ~~and~~ evaluating and firingterminating the Corporation's staff;
- C. Preparing and presenting the annual operating budget for the approval of the

Board; and

- D. Reporting to the Board as the Board may prescribe.

ARTICLE VI

FINANCIAL AFFAIRS

Section 1. Fiscal Year. The fiscal year of the Corporation shall end on December 31, of each year.

Section 2. Bank accounts. The funds of the Corporation shall be deposited in one or more banks or financial institutions as designated by the Board of Directors. All checks shall be signed by such officer or officers as the Board may from time to time designate.

Section 3. Insurance. The Board of Directors shall secure insurance to protect the Corporation, the Board of Directors, and the officers from liability.

Section 4. Restricted Accounts. The Corporation maintains separate restricted accounts which shall be maintained and administered only as provided herein:

- a. Stewardship Endowment Fund: This account is maintained with the Santa Fe Community Foundation and is to be maintained and administered only as provided in the Agency Endowment Fund Agreement and Policy between the Corporation and the Santa Fe Community Foundation.
- b. Easement Endowment Fund: This account is maintained with the Santa Fe Community Foundation and is to be maintained and administered only as provided in the Agency Endowment Fund Agreement and Policy between the Corporation and the Santa Fe Community Foundation.
- c. Conservation Easement and Fee title Stewardship and Defense Fund: This account will be maintained with an institution or institutions and under investment standards which are recommended by the Corporation's Finance Committee and approved by the Board of Directors. The stewardship fund for the Conservation Homestead is kept nominally separated from other stewardship funds, but pooled for investment purposes. This account shall be for the purpose of receiving deposits from conservation easement and fee title stewardship donations, and other sources, and expending money from the account, but only subject to the following restrictions:
 - (1) Funds in the account shall be accessed only upon the affirmative vote of a two-thirds (2/3) majority of the entire Board of Directors at a duly called meeting.
 - (2) Funds from the account shall be designated to be used solely for:
 - (a) Stewardship and Defense of conservation easements and fee title properties.
 - (b) Other unforeseen costs related to the defense and stewardship of

conservation easements or fee title properties.

d. Special Initiatives Fund:

- (1) Assistance to potential conservation easement or fee title donors for up-front costs of donating conservation easements or fee title properties.
- (2) Other unforeseen costs related to the acquisition, sale or disposal of conservation easements or fee title properties.

e. General Endowment Fund:

- (1) First contributed to SFCT by the Eugene V. and Clare E. Thaw Charitable Trust (Thaw), this fund is held as a separate account, and is subject to the terms of the grant agreement with Thaw dated December 20, 2021.

The provisions of this Article VI, Section 4, may be amended or deleted only upon the affirmative vote of a two-thirds (2/3) majority of the entire Board of Directors at a duly called meeting.

ARTICLE VII CONFLICT OF INTEREST

The Board of Directors shall avoid any conflict of interest with respect to their fiduciary responsibility to the Corporation. To ~~a~~effect this responsibility the Board shall adopt a policy addressing conflicts of interest and, on an annual basis, review this policy and disclose any actual or potential conflicts of interest to the Secretary.

ARTICLE VIII AMENDMENTS

Except as otherwise specifically provided herein, these Bylaws may be amended by a ~~two~~-thirds vote of the Board of Directors attending at a meeting at which a quorum is present, provided that notice of the nature of the proposed amendment has been mailed to all Directors at least thirty (30) days in advance of the meeting.

ARTICLE IX INDEMNIFICATION

The Corporation shall indemnify and hold harmless any current or former Director, officer or committee member in accordance with, and to the fullest extent authorized by The New Mexico Non-Profit Corporation Act, as the same now exists or may be hereafter amended. No amendment to or repeal of this Article shall apply to or have any effect on the rights of any individual referred to in this Article for or with respect to acts or omissions of such individual occurring prior to such amendment or repeal.

CERTIFICATE

We, the undersigned, Chairman and Secretary of the Santa Fe Conservation Trust, a nonprofit Corporation, organized and existing under the laws of the State of New Mexico, hereby certify that the foregoing Bylaws were adopted by the Board of Directors of the Corporation at its meeting on April 22, 2025~~16, 2019~~, to become effective immediately upon filing with the office of the Corporation Commission of the State of New Mexico.

Santa Fe Conservation Trust

Chairman of the Board

Secretary

**BYLAWS OF
SANTA FE CONSERVATION TRUST
Amended: April 22, 2025**

**ARTICLE I
NAME AND ADDRESS OF THE CORPORATION**

The name of the corporation is Santa Fe Conservation Trust (the Corporation). The principal office of the Corporation shall be located in the City of Santa Fe, New Mexico. The Corporation may have such other offices within the State of New Mexico, as the business of the Corporation may require.

**ARTICLE II
PURPOSE OF THE CORPORATION**

The purpose of the Corporation is to serve the community of greater Santa Fe County and northern New Mexico by promoting the conservation of important land and water resources. These resources shall include: open spaces, traditional landscapes, the plant and animal life thereon, trails (both for recreation and transportation) and unique scenic, natural and historic sites.

**ARTICLE III
MEMBERSHIP**

Section 1. The Corporation shall have no members.

**ARTICLE IV
BOARD OF DIRECTORS**

Section 1. General Powers. The governing body of the Corporation shall be the Board of Directors, which shall have the control and management of the business and affairs of the Corporation. The Directors shall in all cases act as a Board and regularly convene. The Board of Directors shall consist of not less than seven (7) nor more than twenty-one (21) Directors, as may be determined thereafter from time to time by a majority of the current Directors on the Board of Directors. In addition, the Board may appoint Emeritus Directors who the Board wants to honor and who shall not be voting Board members. The Corporation shall have all powers provided by law.

Section 2. Nominations. Nominations for Directors shall be made by the Nominating Committee. At least ten days before the annual meeting, the recommendations of the Nominating Committee shall be mailed to the Board of Directors. The Board shall consider each recommended nominee and shall elect the Directors.

Section 3. Election. Directors shall be elected by a majority of the Board of Directors at the Annual Meeting of the Board of Directors (hereafter Annual Meeting).

Section 4. Terms of Office. All members of the Board of Directors shall be elected to serve a term of three (3) years and shall assume their posts on January 1 of the coming year. No Director may serve more than three (3) consecutive terms for a total of nine (9) years. Any Director elected to fill a vacancy shall complete the unexpired term and may be eligible for re-election to a regular and consecutive term at the Annual Meeting.

Section 5. Removal. Any officer or Director may be removed with or without cause by a vote of two-thirds of the Directors then in office.

Section 6. Vacancies. In case of a vacancy, a majority of the remaining Directors, even if less than a quorum, will elect a successor for the remainder of the vacant term.

Section 7. Call and Notices. The Board of Directors shall meet on call by the Chair or on written request filed with the Secretary by four or more Directors. The Secretary shall give reasonable notice to each Director of the time, place and date of each meeting by notice in writing mailed, postage prepaid, not later than the tenth day before the day set for the meeting and addressed to the Director's last known post office address according to the Corporation's records, or by electronic means, in writing delivered personally to the Director's residence or usual place of business not later than the second day before the day set for the meeting. No notice of the time, date, place or purpose of any meeting need be given to any Director who, in writing executed and filed with the records of the meeting either before or after the holding thereof, waives such notice or who attends the meeting. Meetings may be held telephonically or via video conference if all Directors attending are able to hear all proceedings.

Section 8. Annual Meeting. The Annual Meeting shall be held at such time and place as the Board of Directors shall determine by resolution. Notice of the time, date, and place of the Annual Meeting shall be given in the manner set forth in Section 7. All meetings shall be governed by Robert's Rules of Order. The Board of Directors shall keep minutes of its meetings and a full account of its transactions.

Section 9. Quorum and Voting. At every meeting of the Board of Directors, a quorum shall consist of a majority of the Board of Directors. Unless otherwise specified in these Bylaws, the majority vote of those persons actually present at a meeting at which there is a quorum will prevail on all matters. There shall be no voting by proxy.

Section 10. Compensation. Directors shall receive no compensation for their services as such but may, by resolution of the Board of Directors, be allowed reimbursement for their expenses actually and reasonably incurred on behalf of the Corporation.

Section 11. Informal Action by Directors. Any action of the Directors may be taken without a meeting if a consent in writing setting forth the action taken is signed by all Directors and filed with the minutes of the Corporation.

ARTICLE V

OFFICERS AND COMMITTEES

Section 1. Officers and Qualifications. The officers of the Corporation shall be the Chair, the Chair-Elect, the Vice Chair, the Secretary and the Treasurer. These officers shall be elected by the Board of Directors as prescribed by these Bylaws. Other officers deemed necessary may be elected by the Board of Directors in accordance with these Bylaws. No two offices may be held by the same person. All officers shall be Directors.

Section 2. Election and Term. All officers of the Corporation shall be elected annually by the Board of Directors at the Annual Meeting from a slate presented by the Nominating Committee or whenever a vacancy occurs. Each officer may be eligible for re-election to the same position for six (6) consecutive years and shall hold office until his or her successor has been duly elected, appointed or until removed. The Chair may appoint an interim officer to fill a vacant position until an election can be held.

Section 3. Powers and Duties. The duties and powers of the officers of the Corporation shall be as follows and shall hereafter be set by resolution of the Board of Directors:

A. The Chair shall:

1. Call regular meetings of the Board of Directors in accordance with the requirements of the laws of the State of New Mexico and these Bylaws and shall preside over all such meetings.
2. Provide leadership in directing the fulfillment of the objectives of the Corporation, fund raising and community leadership.
3. Enforce these Bylaws and perform all duties incident to the office of Chair and which are required by law, and see to it that all orders and resolutions of the Board of Directors are implemented.
4. Preside at all meetings of the members of the Board of Directors and of the Executive Committee.
5. Act as an ex-officio member of all committees except the Nominating Committee.
6. Appoint chairs for all committees other than the Finance Committee and the Executive Committee.
7. Appoint interim committees.
8. Present an annual report at the Annual Meeting or designating a representative to present said report.
9. Sign all contracts and other instruments authorized by the Board of Directors.
10. Oversee the hiring, evaluation and, if necessary, the discharge of the Executive Director.

11. Perform any other duties incident to the office of the Chair.

B. Chair-Elect. The Chair-Elect will develop the knowledge and skills to assume the office of Chair at the end of the Chair's tenure in office.

1. The Chair-Elect will preside at SFCT functions as requested by the Chair and shall perform such duties as are delegated to her/him by the Chair.
2. The Chair-Elect may also serve as an ex-officio member of all committees appointed by the Chair.
3. The Chair-Elect shall act as Chair when the Chair is absent or cannot act.

C. Vice-Chair. In the absence of the Chair or Chair-Elect, or in the event of the Chair's or Chair-Elect's inability or refusal to act, the Vice-Chair shall perform the duties of the Chair, and when so acting, shall have all the powers and be subject to all the responsibilities of the office of the Chair and shall perform such other duties and functions as the Board of Directors may prescribe.

D. The Secretary shall:

1. Keep minutes of all meetings of the Board of Directors, and the Executive Committee.
2. Maintain a file of the official documents and records of the Corporation as directed by the Board of Directors.
3. Mail notices of all meetings, special or regular, to the Board of Directors, and the Executive Committee.
4. In general perform all duties incident to the office of secretary and such other duties as may be assigned to the Secretary by the Chair or the Board of Directors.

E. The Treasurer shall:

1. Have the care and custody of and be responsible for all of the funds of the Corporation, and shall deposit such funds in the name of the Corporation in such banks, trust companies or other depositories as shall be designated by the Board of Directors.
2. Keep at the principal office of the Corporation accurate books of accounts of all its business and transactions and shall at all reasonable hours exhibit books and accounts to any Director upon application at the office of the Corporation during business hours.
3. Render a report of the condition of the finances of the Corporation at each regular meeting of the Board of Directors and all other times as shall be required.

4. Disburse the corporate monies in accordance with the budget or upon order of the Board and sign checks of the Corporation in the manner prescribed by the Board of Directors.
5. Secure the bond or insurance to protect the Corporation and its staff, its Directors and its members.
6. Perform such other functions as may be required of the Treasurer.

Section 4. Committees

A. Executive Committee. The Board of Directors shall elect an Executive Committee consisting of the officers of the Corporation and up to two (2) additional Directors. The Chair of the Board of Directors shall be the Chair of the Executive Committee. The Executive Committee shall act for the Board of Directors during the period between Board meetings and shall exercise all powers of the Board except any which have been expressly reserved by resolution of the Board of Directors or by these Bylaws or by New Mexico law. The Secretary shall give reasonable notice to each member of the Executive Committee of the time, date, and place for each committee meeting.

A majority of the Executive Committee shall constitute a quorum for the transaction of business and a quorum must be maintained for the duration of the meetings. Participation by teleconference or video conference is permissible. The Executive Committee shall be responsible for the annual written review of the Executive Director and that review, as well as all proceedings, shall be maintained in writing and immediately reported to the Board of Directors.

B. Finance and Audit Committee. This committee consists of the Treasurer as chair, with at least two other members who are Directors and up to three non-Director members. A minimum of three members must serve on the committee. . This committee will assist the Board of Directors and the Executive Committee in fulfilling its oversight responsibilities by monitoring: (1) the overall systems of internal control and risk mitigation; (2) the integrity of the financial statements of the Corporation; (3) compliance by the Corporation with legal and regulatory requirements and ethical standards; (4) the independence and performance of the Corporation's internal and independent auditors; and (5) the Corporation's disaster recovery and data security plans.

The responsibility of the Finance and Audit Committee is to ensure the financial integrity of the Corporation. This encompasses the protection of the assets of the Corporation and the development of plans to ensure that ongoing revenues are sufficient to support the systemic level of expenditures. The financial records of the Corporation shall be made available to Directors.

C. Governance and Nominating Committee. This committee shall consist of three or more Directors with no more than two non-Director members. Up to a total of six members may be appointed to the committee. This committee is responsible for assessing and nominating members of the Board of Directors; making recommendations regarding the Board's composition, operations and performance; overseeing the Corporation's Executive Director succession planning process; developing corporate governance principles; and helping shape the corporate governance of the Corporation.

This committee is also responsible for evaluating the Board's organizational policies and procedures. It recommends candidates as new Board members after an evaluation of the needs of the Board. This committee is charged with providing leadership on all issues pertaining to the Board governance, orients new members and educates the entire Board on Board responsibilities. The committee nominates the officer slate to the Board annually pursuant to these Bylaws.

D. Land Review Committee. This committee shall consist of 3 or more Directors and non-Director members. (Should non-directors be unlimited on this committee? See Committee Rules below. Or should we make them non-voting?)

This committee shall ensure that the Corporation achieves its key conservation priorities;

It shall ensure that the Corporation has established appropriate and effective systems, policies and procedures and standards to govern its conservation activities; it shall provide oversight and risk assessment of transactions and activities; it shall evaluate conservation projects and activities to ensure effective review of conservation projects and activities requiring full Board approval; and it shall ensure the Corporation activities are informed by the best conservation science as determined by the recognized standards and practices.

E. Trails/Community Engagement Committee. The committee shall be comprised of at least three (3) Directors as well as non-Directors who share an interest in trails and community engagement efforts. (Should non-directors be unlimited on this committee? See Committee Rules below. Or should we make them non-voting?) The committee coordinates the Corporation's interest and involvement in trails creation, management and stewardship, largely by coordinating the activities of the staff trails program manager with the larger community of non-motorized recreationists, outdoor advocates, and private and public sector land managers. Additionally, the committee shall advise staff on community engagement efforts, the goal of which is to broaden and diversify the constituents of SFCT in a way that makes the organization relevant to more people in the community.

F. Interim Committees. These committees may be appointed by the Chair to carry out any of the lawful powers and purposes of the Corporation.

G. General Committee Rules. The Chair of the Board shall designate the number of members for each committee, shall appoint those members and shall appoint the chairs of those committees (except that the chair of the Finance Committee shall be the Treasurer and the Chair of the Executive Committee shall be the Chair of the Board of Directors). Any committee member (other than those appointed by the Bylaws) may be removed by the Chair, with or without cause, at any time. The committees shall meet as necessary to carry out their business. A quorum for any meeting shall be a Majority of the Members and any action may be taken by a majority vote of those present at the meeting. Each committee shall be

authorized to delegate their responsibilities to subcommittees or individual members. Each standing committee may adopt a charter to guide its actions, which charter shall be in conformance with these Bylaws.

Section 5. Executive Director. The Board shall employ an Executive Director to serve as the chief administrator of the Corporation. The Executive Director shall manage the conduct and operation of the Corporation in accordance with the Corporation's stated purposes, its Mission Statement, its long-range policies and the approved budget. The Executive Director shall attend Board meetings and necessary committee meetings, except as to those portions declared to be executive sessions from which the Executive Director is excused by the Chair of the Board. The Executive Director shall be a voting, ex-officio member of all committees, except shall not have a vote on the Executive Committee.

Section 6. Powers and Duties. The Executive Director shall have the following powers and duties, in addition to such duties as may be prescribed by law or set forth elsewhere in these Bylaws, Board resolutions or by the Executive Director's employment agreement with the Corporation:

- A. Developing and implementing the Corporation's Long-Range Plan;
- B. Hiring, supervising, evaluating and firing the Corporation's staff;
- C. Preparing and presenting the annual operating budget for the approval of the Board; and
- D. Reporting to the Board as the Board may prescribe.

ARTICLE VI

FINANCIAL AFFAIRS

Section 1. Fiscal Year. The fiscal year of the Corporation shall end on December 31, of each year.

Section 2. Bank accounts. The funds of the Corporation shall be deposited in one or more banks or financial institutions as designated by the Board of Directors. All checks shall be signed by such officer or officers as the Board may from time to time designate.

Section 3. Insurance. The Board of Directors shall secure insurance to protect the Corporation, the Board of Directors, and the officers from liability.

Section 4. Restricted Accounts. The Corporation maintains separate restricted accounts which shall be maintained and administered only as provided herein:

- a. Stewardship Endowment Fund: This account is maintained with the Santa Fe Community Foundation and is to be maintained and administered only as provided in the Agency Endowment Fund Agreement and Policy between the Corporation and the Santa Fe Community Foundation.
- b. Easement Endowment Fund: This account is maintained with the Santa Fe Community Foundation and is to be maintained and administered only as provided in the Agency

Endowment Fund Agreement and Policy between the Corporation and the Santa Fe Community Foundation.

- c. Conservation Easement and Fee title Stewardship and Defense Fund: This account will be maintained with an institution or institutions and under investment standards which are recommended by the Corporation's Finance Committee and approved by the Board of Directors. The stewardship fund for the Conservation Homestead is kept nominally separated from other stewardship funds, but pooled for investment purposes. This account shall be for the purpose of receiving deposits from conservation easement and fee title stewardship donations, and other sources, and expending money from the account, but only subject to the following restrictions:
 - (1) Funds in the account shall be accessed only upon the affirmative vote of a two-thirds (2/3) majority of the entire Board of Directors at a duly called meeting.
 - (2) Funds from the account shall be designated to be used solely for:
 - (a) Stewardship and Defense of conservation easements and fee title properties.
 - (b) Other unforeseen costs related to the defense and stewardship of conservation easements or fee title properties.
- d. Special Initiatives Fund:
 - (1) Assistance to potential conservation easement or fee title donors for up-front costs of donating conservation easements or fee title properties.
 - (2) Other unforeseen costs related to the acquisition, sale or disposal of conservation easements or fee title properties.
- e. General Endowment Fund:
 - (1) First contributed to SFCT by the Eugene V. and Clare E. Thaw Charitable Trust (Thaw), this fund is held as a separate account, and is subject to the terms of the grant agreement with Thaw dated December 20, 2021.

The provisions of this Article VI, Section 4, may be amended or deleted only upon the affirmative vote of a two-thirds (2/3) majority of the entire Board of Directors at a duly called meeting.

ARTICLE VII

CONFLICT OF INTEREST

The Board of Directors shall avoid any conflict of interest with respect to their fiduciary responsibility to the Corporation. To affect this responsibility the Board shall adopt a policy addressing conflicts of interest and, on an annual basis, review this policy and disclose any actual or potential conflicts of interest to the Secretary.

ARTICLE VIII

AMENDMENTS

Except as otherwise specifically provided herein, these Bylaws may be amended by a two-thirds vote of the Board of Directors attending at a meeting at which a quorum is present, provided that notice of the nature of the proposed amendment has been mailed to all Directors at least thirty (30) days in advance of the meeting.

ARTICLE IX INDEMNIFICATION

The Corporation shall indemnify and hold harmless any current or former Director, officer or committee member in accordance with, and to the fullest extent authorized by The New Mexico Non-Profit Corporation Act, as the same now exists or may be hereafter amended. No amendment to or repeal of this Article shall apply to or have any effect on the rights of any individual referred to in this Article for or with respect to acts or omissions of such individual occurring prior to such amendment or repeal.

CERTIFICATE

We, the undersigned, Chairman and Secretary of the Santa Fe Conservation Trust, a nonprofit Corporation, organized and existing under the laws of the State of New Mexico, hereby certify that the foregoing Bylaws were adopted by the Board of Directors of the Corporation at its meeting on April 22, 2025, to become effective immediately upon filing with the office of the Corporation Commission of the State of New Mexico.

Santa Fe Conservation Trust

Quinn Simons, Chairman of the Board

Brant Goodman, Secretary

2025 Board Term Tracking

First Name	Last Name	Title	Term Ends Dec. 31	Joined BOD Jan. 1	Board Terms Serving/Served
Michael	Avery	At-Large	2027	2019	3
Peter	Martin	Board Member	2027	2019	3
Brant	Goodman	Secretary	2025	2017	3
Al	Reed	Board Member	2025	2017	3
Julie	Martinez	Board Member	2025	2020	2
Dennis	Romero	Vice Chair	2025	2020	2
Mark	Fisher	Board Member	2025	2023	1
Carla	Mattix	Board Member	2025	2023	1
Luke	Pierpont	Board Member	2025	2023	1
Quinn	Simons	Chair	2026	2018	3
Ginny	Olcott	At-Large	2026	2021	2
Carmela	Nino	Board Member	2026	2021	2
Carmichael	Dominguez	Board Member	2026	2024	1
Sandra	Ely	Board Member	2027	2025	1
James	Rivera	Board Member	2027	2025	1

Updated 4/17/2025

Potential Board Members Running list.....as of 3-13-25

- a. Thomas M. Graham, City of Santa Fe ADA Coordinator
- b. Joe Maestas—bike and trails guy, engineer, former mayor of Espanola, state auditor
- c. Julia Catron, estate attorney—Native of SFe, graduated UNM Law School cum laude and joined the NM Bar in 2010, making her a fifth-generation attorney in her family. She worked at a NM trust company and returned to the firm in 2019. Julia focuses on estate planning, trust and estate administration, and fiduciary work.
- d. Kevin Brennan, finance committee now, CPA
- e. Ernie Atencio, former ED at Taos Land Trust, currently at National Parks Conservation Association
- f. Joanna Prukop, former Secy of EMNRD under Gov. Richardson. Former SFCT board member
- g. Chris Ford—on Land Review Committee, retired attorney, served on Wisc land trust board, nonprofit experience, member of the Canyon Neighborhood Assoc. Currently going to grad school at St. Johns. On the board of Conservation Voters NM.
- h. Olivia Romo, SF County spokesperson—lives in Pecos, has a concern for rural communities
- i. From Dennis Romero: Paul Relis is a friend and former client. He's relocated to Santa Fe from Santa Barbara, CA, where he was involved in significant environmental / governmental / business ventures. Paul also lived part time in Taos for several years. He's been reading about SFCT, and he's expressed interest to me in possible board or other involvement.
- j. Lenny Katz lennyskatz@gmail.com retired attorney
- k. Kristin Sargent—5th generation Santa Fean, small business owner (Barton's), real estate background, fundraising and marketing expertise. Suggested by her husband, Justin Svetnicka who briefly served on the Board.
- l. Liz Bremner and/or partner, Karen Crow. Liz is former ED of the Santa Fe Community Foundation. Philanthropy executive Liz Bremner and Google veteran Karen Crow were working in Silicon Valley when the technology boom made instant donors out of many highly successful business people they knew. With seed grants from the Ford and Hewlett foundations and the expertise of philanthropy leaders, Liz and Karen created a suite of free interactive online tools to make smart philanthropy simple for new and seasoned donors. Joining Liz and Karen in this nonprofit effort are a board of directors, advisors, and contributors.

The WiserGiving Style Quiz™ is a free interactive tool that helps donors understand their innate problem-solving style and align their giving with their beliefs. (The Quiz was an outgrowth of Making the Case, a framework for measuring social change, created by Stephanie Clohesy, Chris Grumm and others for the Women's Funding Network to work

with women's foundations. Clohesy adapted the quiz for use directly with donors. It was developed into an online tool by Bremner and Crow in partnership with Clohesy who wrote the original content and edited the new version of the quiz.)

The WiserGiving Wizard™ is a proprietary tool designed by Bremner and Crow to help donors and financial professionals learn about popular charitable giving vehicles and identify the right vehicles based on stated charitable, financial and personal goals.

- m.** George Ruhlen, served as Managing Director, Real Assets at The Carlyle Group. Prior to joining Carlyle, Mr. Ruhlen was a partner in the law firm of Mayer Brown, LLP. At Mayer Brown, Mr. Ruhlen was a firm practice leader for its U.S. real estate practice group. Mr. Ruhlen's legal practice focused on the representation of public companies and other institutional real estate investors, owners and operators. Mr. Ruhlen received his J.D. from the University of Texas Law School and his B.A. from Rice University. Friend of Marianne Dwight. Has attended our events and indicated an interest in helping us.
- n.** Sally Kuhn—is giving us \$2,000 per month currently. Grew up in Santa Fe, went to SF Prep and Syracuse University. Lives here and in Bainbridge Island, WA. Trail lover. Went to high school with Sarah Noss
- o.** Denise Lynch—was on the Community Advisory Group and helped rename the Galisteo Property. Comanche heritage. Has lived in Galisteo for many years. An artist.
- p.** Regis Pecos--Regis Pecos is a citizen of the Pueblo de Cochiti. He is currently Co-Director of the Leadership Institute at Santa Fe Indian School, which he co-founded. He has served as Councilor and Former Governor, Lt. Governor (three terms), and is a lifetime member of the Tribal Council of the Pueblo de Cochiti. Pecos was most recently Chief of Staff to the Speaker of the House, New Mexico House of Representatives. Pecos previously served as Senior Policy and Legislative Analyst to the Speaker, New Mexico House of Representatives; and for 16 years, as Executive Director of the New Mexico Office of Indian Affairs under four administrations.
Pecos is a graduate of Princeton University and is completing his doctorate degree at the University of California, Berkeley. Pecos is actively involved in many organizations and was a former trustee at Princeton University and currently is Chairman of the Board of Governors for the Honoring Nations program at Harvard University. He is the co-founder of the Summer Junior Policy Institute at the Woodrow Wilson School of Public and International Affairs, Princeton University.
- q.** Tom Udall
- r.** Bob Findling --Director of Conservation Projects, The Nature Conservancy, retired. For over 25 years, dealt with Land acquisition, preserve stewardship, planning, project management statewide. He's also a licensed landscape architect, and was the Chief of Design and Planning at NM State Parks Division, Energy, Minerals & Natural Resources Dept. 1975 - 1999 · 24 yrs—On the Trails and Community Engagement Committee as of 2025.

Report and Recommendation to the SFCT Board on the Renaming Process for the Galisteo Property 4/22/25

The journey to rename the Galisteo Property started in 2022 after we introduced the public to our newly acquired property in our 2022 newsletter. The Thaw Charitable Trust had given us the property in March 2020. In 2021, we put the land under a conservation easement with the Taos Land Trust. The ad hoc committee, which had met almost weekly for a year, had not only facilitated the conservation easement, but also suggested the original name of the property--The Conservation Homestead--and helped produce a management plan for the property. The ad hoc committee was comprised of board members, staff and community members. We started doing restoration workshops on it in 2021. And it was in the summer of 2022, when Sarah had lunch with Kristina Flanagan and Chris Chavez--a Kewa Pueblo elder, scholar and cultural preservation officer-- that Chris suggested that the organization might want to reconsider the name, because if we want the land to be a place for everyone to enjoy, the word "homestead" was not welcoming to the Native community because it evoked painful memories of land loss and displacement.

The realization that the Conservation Homestead was not the right name took a little time to digest. As we considered the mistake, we realized that we had not included all community voices in the choice of the name, nor had there ever been a Native person either on the board or staff of the organization. These realizations were humbling but we also realized we had an opportunity to continue to diversify both the board and staff, and to commit to cultivating relationships more deeply with the Native community to ensure that all voices are represented in our work.

In early 2023, we wrote a Western Innovation Grant to the Land Trust Alliance seeking funding to help us codify our values and begin the process of building relationships with the Native community. The grant funded consultants to guide us and provided honorariums and travel reimbursements to the members of the Community Advisory Group that would help us rename the property.

In the Fall of 2023, SFCT began the process of putting its Values Statement together. A DEI ad hoc committee was formed. As the committee members worked to put the Values Statement together, they explored the inherent ironies of land trust work. Land trusts do, in fact, protect land for the benefit of the public, but the land itself has a complicated history, especially in this region because the land that we protect today is the unceded territory of Native people. We felt that a Values Statement would help the organization acknowledge this history and define our values - an important first step in working to rename the land.

At the board retreat in February 2024, the SFCT board of directors approved the Values Statement with some changes that would be approved at the April 2024 board meeting. Significantly, though, the board also approved renaming the property, but this time understanding that we needed Native representation at the table.

Next steps involved recruiting the Community Advisory Group members. With the Values Statement in hand, we began the process of reaching out to Native people in the community. Concurrently, the Governance and Nominating Committee began its search for a Native board member. Chris Chavez (Kewa) agreed to join the Advisory Group. We talked to Mary Weahkee (Santa Clara/Comanche) who supported the idea of renaming the land. Philip Tuwaletsiwa (Hopi) met with the ED in Galisteo and gave her corn meal blessed by the Hopi women to bless the land. We reached out to James Rivera (Pojoaque) who joined the Advisory Group and joined our

board in January 2025. Denise Lynch, who has Comanche roots and has lived in Galisteo for decades, also joined. Kristina Flanagan, who is the closest neighbor to the Galisteo Property, also participated. Board members Carla Mattix and Carmichael Dominguez were advisory group members as was staff member Antionette Armijo-Rougemont. Finally, Antoinette introduced us to Jerry Rogers, a retired National Park Service senior officer for every NPS historic preservation and cultural resource management program. The Western Innovation Grant also funded our two consultants, Randle Charles and Kristin Rothballer to guide the process and conversations. Once the Advisory Group was formed, the meetings began in October 2024 and concluded in February 2025.

The Process

From the beginning, we took care to build relationships and create a safe space for everyone, especially on the Community Advisory Group. Prioritizing hospitality, we fostered a culture of listening, respect, trust, cultural sensitivity and cultural humility to allow everyone to bring their full selves to this effort. We hosted the meetings at our homes, shared food, visited the Galisteo property together and focused on trying to have impeccable communications with each other.

We included as many voices as we could in getting a better idea of how people feel about the land and their experiences on it, so our **land explorations** and **community survey** became a way for the community to give us their impressions of the land to help guide the work of the Advisory Group.

During one of the land explorations we found a small rounded white rock near the white rock formation at the west end of the North Trail. It has the heft and scent of water, and is the product of water from a stream that flowed from the uplift of the Sangre de Cristo Mountains 45 million years ago called the Galisteo Formation, which is several thousand feet thick. The rock represented the land, as well as the significance of water, at all our meetings.

The Advisory Group proved to be very willing to move into a felt experience about the land. They showed up, they read, and became a group of people who held the renaming process with ownership, care and dedication. Over the course of our meetings with the Advisory Group, we explored the traditions of naming that different people come from. Carmichael talked about being on the City Council and how difficult it was to reach agreement on naming City parks and buildings. As we considered names, the Advisory Group committed to steer away from any name that could perpetuate harm to any group. We looked at names that came from Indigenous songs and poems. We talked about the significance of language and if using an English word would capture the essence of the land. Chris advised that a Tewa name might not be a fit for all the pueblo people. Jerry suggested that we should keep it simple and use a one-word name and consider how it will be used 20 years in the future.

We also asked Quinn Simons, SFCT board president, to come to a meeting to meet the people working on the renaming and to give us feedback on the board approval process.

What we learned from the Land Explorations and Surveys

Each of the Land Explorations took about two hours. We walked in from the Cottonwood Parking Lot, walked the north trail to the white rock overlook, then back around to gather under the cottonwoods to get people's impressions. We shared the history of the land with participants, how it had changed over time based on who was living on it and how they used it, how fire used to be a management practice prior to the arrival of the

Spanish, how the landscape changed when people started grazing it and ceased using fire as a management tool, and how the land hadn't been grazed since 1998. We showed them the restoration work underway there, what we knew about water resources over time in the Galisteo Basin, and why we wanted to rename it. We also sent everyone the survey afterward. A copy of the survey is in the index to this document.

We all were surprised about the uniformity of opinions people shared with us after the walks about how the land felt calm and safe, and many said they felt a sense of community on the land. They talked about how the water resources in the Galisteo Basin--and the many springs surrounding the property--made it possible for people to live in the Galisteo Basin. Many were moved by how water was represented by the white rock Galisteo Formation at the western end of the North Trail.

At both the land explorations and our Community Advisory Group meetings, Denise Lynch noted that when people talked about the land, they held their hands in front of them with their fingers interlaced. That gesture brought the image of a "dovetail" into her mind, and thus the journey to the name began.

Denise shared her thoughts on the dovetail vision with the Community Advisory Group:

- *It is a pattern of both/and thinking*
- *Dovetail connotes a connection, to unite or to combine. Interweave.*
- *She saw hands held in a dovetail while sharing ideas and feelings.*
- *Dove feathers are spiritual protection and ward off negative energies.*
- *Dovetailing fits skillfully to form a whole, to fit together into a whole.*
- *A reflection of Momaday's quote that was on the greeting cards we gave each member of the CAG: "None of us lives apart from the land entirely; such an isolation is unimaginable."*
- *The dove is very significant for indigenous cultures: A new cycle of opportunities at hand. Dovetail peace and prophecy. Mourn and release what has passed for new birth. The rain dove is indigenous. Many pueblo tribes of the SW consider their song to be a chant and incantation to bring rain or to locate a water source.*
- *Tremendous lore spanning many cultures. As a bird prophesy, it foretells new waters and the possibility of new life. A cycle of life as one ends, the other begins, implying that all worlds intersect with our own. They dovetail.*

Chris Chavez talked about how the dove in his culture is very important, as it led people to water. He said the feathers of doves are used ceremonially. They have songs about doves that mimic its birdsong.

Antoinette talked about how the dove was very significant also in Christianity and in the Catholic Church. Doves represent peace. There's a stained-glass window in the sanctuary of her church showing the Virgin Mary and a dove.

We verified that the dove is native to this area, commonly called Mourning Dove. Rain Dove is another name, but not in use as often.

We all felt that either via dove or dovetail, we had found a name we wanted to work with.

We had quite a few conversations about whether the name should be the bird itself and not dovetail. If only the bird had been named Morning Dove, but in fact it is spelled Mourning Dove, and that is not the connotation we wanted to bring to the land. We thought about spelling it the wrong way, but as a conservation organization, we'd get criticized. Dove alone felt less evocative than Dovetail.

In our final meetings of the Community Advisory Group in January and February, we focused on alignment around a name, wanting to be sure we were 100% in agreement. We also considered whether we wanted to also propose a “tagline” helping to brand the land with SFCT, but the committee felt that branding should be a staff/board decision and was outside their scope of work.

The mission of the Community Advisory Group was to carefully consider and recommend a new name for the property to the SFCT board, which it is doing at today’s board meeting. The name recommended by the Advisory Group is DOVETAIL.



The Outcomes

Dovetail is an evocative name that is culturally appropriate and meaningful for everyone. It reflects community sentiment about the land. It evokes what we are trying to do there, to create a safe and welcoming place that will connect community and nature. The name evokes water and life, peace, connections and new beginnings.

The opportunity that the creation of the Values Statement and the renaming gave us resulted in a new Native board member: James Rivera. It brought in Randle Charles as consultant, who has become our first Native staff member as our Community Engagement Director.

It led us to take Bill McKibben into the Santa Fe public schools and into the Santa Fe Indian School, and allowed us to meet Mark Ericson, an experiential outdoor educator who has worked for 40 years at the Indian School, and his students. We took Mark and his students on four field trips last year to Riverhaven and Dovetail, and now we are developing a stewardship curriculum that his students are implementing at Riverhaven.

Kai-T Blue Sky (Cochiti) who teaches at the Santa Fe Indian School became aware of our efforts and later invited us to a conservation conference at the Santa Fe Indian School. There we realized the conservation opportunities that SFCT could cultivate with Santa Ana and Santa Clara pueblos.

Next Steps

At the end of 2024, we were awarded a second Western Innovation Grant from the Land Trust Alliance (LTA). LTA is working nationally to bring more Native involvement into the land trust movement. This second grant will help us continue to cultivate deeper relationships with the Native community. The proposed grant schedule for this year’s grant includes:

- January 2025: Hire a Director of Community Engagement: Randle Charles
- February 2025: SFCT Board Retreat to rename the property. SFCT’s first Native board member joins the board. (Will do this at the April 2025 meeting)

- March 2025: PR blitz announcing the new name, how we got there, what is planned for the land. (Will do this in May)
- March-June, September- November 2025: Experiential workshops with Santa Fe Indian School students at the land and other SFCT fee properties.
- July: Article in SFCT newsletter/magazine on the name change process and new name.
- Fall of 2025: Opening of the Accessible Trail on the land, with additional opportunities to talk about the name change and inclusive efforts there
- Bi-monthly: continued meetings of the Community Advisory Group to cultivate relationships with the cultural preservation officers and the Eight Northern Indian Pueblos Council and other groups. (We realize that the Advisory Group has achieved their mission, but we intend to stay in touch with each of them on a more informal basis.)

With a new name, we can now:

- update the current signage at Dovetail with the new name and logo
- finish and create the interpretive signage as part of the accessible trail effort
- inform insider constituents about the new name
- create press releases and generate press coverage about the new name

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Community Advisory Group Members (CAG)

Sarah Noss, Executive Director

Brian Jensen, Organizational Advancement Officer

Kristin Rothballer, Consultant

Randle Charles, Consultant (now SFCT Community Engagement Officer)

Denise Lynch, Galisteo resident, artist, Comanche

Chris Chavez, Cultural Preservation Officer, Kewa Pueblo

Jerry Rogers, retired, National Park Service's senior officer for every NPS historic preservation and cultural resource management program – both inside the parks and nationwide.

James Rivera, Pojoaque Pueblo (now and SFCT board member)

Kristina Flanagan, lives in the Galisteo Basin Preserve, closest neighbor to the property

Antoinette Armijo-Rougemont, SFCT staff

Carmichael Dominguez, SFCT board

Carla Mattix, SFCT board

Others who consulted but did not participate in the CAG:

Philip Tuwaletstiwa, Hopi, lives in Galisteo

Mary Weahkee, Comanche/Santa Clara

Community Advisory Group meetings were held on

10-9-24

11-20-24

12-11-24

1-15-25

2-26-25

Dates of Land Explorations, open to the public

10-12-24 9 participants responded

11-1-24 36 participants responded

11-2-24 29 participants responded

TOTAL LAND EXPLORATION PARTICIPANTS: 74

Surveys to the public about the Galisteo Property

The survey was sent to

- All Land Exploration participants after each visit above
- The Community Advisory Group
- Hundreds of volunteers who worked on the property
- Vámonos participants who went on a walk on the land
- SF Garden Club members who visited the land
- Tim's trail eblast list, as many of them bike at the Galisteo Basin Preserve

- SFCT's email list of approximately 2500

TOTAL NUMBER OF RESPONSES: 70

Survey Questions

1. Have you spent time on Santa Fe Conservation Trust's Galisteo Property? In the Galisteo Basin? What do you do when you go out there?
2. What word or phrase comes to you when you are out there or thinking about the Galisteo Basin?
3. What are some of your perceptions of the Galisteo Basin? What is this land communicating to you? How do you listen?
4. When you think of the Galisteo Basin, what do you see in your minds' eye? What kinds of things do you associate with the land there? Is there a type of bird or animal, plant, tree or element you associate with the property? Tell us what you have seen in terms of wildlife, reptiles, birds, plants, etc... that stick with you.
5. What does 'love of the land' mean to you? Do you feel a spiritual connection to this land? How do you feel it see it, experience it?
6. What does conservation mean to you? Can you sense the conservation ethic that is guiding SFCT's work on the property?
7. What does it mean to name a place?
8. Describe your peak moment in the Galisteo Basin: What season is it, what is the weather like, what you see and feel in that moment?
9. What, if anything, do you know about the history of the Galisteo Basin?

PURPOSE:

Over the next five years, the Santa Fe Conservation Trust (SFCT) will pursue 7 key goals designed to strengthen our impact, enhance our effectiveness, deepen our connection with the communities we serve, and maintain the Land Trust Alliance’s Standards and Practices. By focusing on strategic growth, operational excellence, and meaningful engagement, we will elevate SFCT’s role as a leader in land conservation and stewardship in northern New Mexico. This plan will guide our efforts to protect the landscapes we cherish while fostering a stronger relationship between people and nature, ensuring a lasting legacy for future generations.

VISION:

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

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.

VALUES STATEMENT: “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.

GOALS SUMMARY:

1. Strengthen Organizational Capacity and Resources for Sustainable and Strategic Growth
2. Expand Community Engagement and Education
3. Advance Strategic Land Conservation and Stewardship
4. Strengthen Financial Sustainability and Fundraising
5. Enhance Communications and Public Awareness
6. Optimize Technology and Data Management for Enhanced Engagement and Impact
7. Strengthen and Expand the Trails Program for Greater Regional Impact

GOALS AND OBJECTIVES DETAILS:

1. Strengthen Organizational Capacity and Resources for Sustainable and Strategic Growth

- I. Objective 1.1: Design and implement a new organizational structure to support long-term sustainability and growth.
- II. Objective 1.2: Plan for organizational growth and address capacity needs—particularly in development, land programs, and operations—to ensure staff can effectively support SFCT’s expanding work. Prioritize how best to address capacity issues in hiring a Development Director, expanding conservation, stewardship, and restoration staff, and expanding administrative staff.
- III. Objective 1.3: Finalize and execute an Executive Director succession plan.
- IV. Objective 1.4: Diversify SFCT’s Board, committees, and staff to better reflect the communities we serve.
- V. Objective 1.5: Evaluate options and secure adequate office space to support current staff levels and anticipated organizational growth through leasing or purchasing office space.
- VI. Objective 1.6: Improve SFCT’s risk mitigation strategies by developing and implementing a comprehensive policy booklet to strengthen internal processes, support decision-making, and manage organizational risks.
- VII. Objective 1.7: Foster a culture of continuous learning and leadership through professional development opportunities for staff and board members. This includes training in land conservation best practices, risk management, governance, equity and inclusion, fundraising, and nonprofit leadership to ensure SFCT remains adaptive, knowledgeable, and well-equipped to advance its mission.
- VIII. Objective 1.8: Continue to review and implement as necessary, policies that will advance the mission of the organization and provide excellent benefits to attract and sustain the highest level of professionalism on the staff, such as healthcare insurance and other benefits.

- IX. Objective 1.9: Review this Plan at year 3 (2028) to evaluate progress made and make adjustments as needed.

2. Expand Community Engagement and Education

- I. Objective 2.1: Revisualize community engagement programming to reach people of all ages with limited access to nature, such as those communities that have historically not been included in the conservation movement. Create and continue partnerships with local schools, government entities, and outdoor education and service providers to integrate trails and land restoration into experiential learning, leadership development, and therapeutic outdoor programs.
- II. Objective 2.2: Elevate GUSTO as a SFCT community engagement program by reviewing and updating the GUSTO implementation plan, and prioritizing GUSTO trail development in areas with limited outdoor access, or recreational opportunities.
- III. Objective 2.3: Leverage the grand opening of the new accessible trail and the new *Dovetail* name and story as a catalyst for broader and deeper community engagement and participation in SFCT’s conservation and recreation initiatives.
- IV. Objective 2.4: Strengthen and grow SFCT’s existing trail and outdoor engagement programs—including *Passport to Trails*, *Vámonos*, and *Community Cruises*—to deepen community connections with nature. Explore the feasibility of launching a youth-focused “conservation corps” as a way to extend *Passport to Trails* programming into the high school level.
- V. Objective 2.5: Develop a comprehensive understanding of volunteer needs and opportunities across all areas of the organization to strengthen SFCT’s capacity and community engagement. This includes formalizing protocols for volunteer recruitment, management, and recognition to ensure a consistent and meaningful experience. Assess the feasibility of expanding volunteer opportunities in trail maintenance, including the development of additional trail crew leads and volunteer crews under SFCT’s guidance. Key areas of focus include outdoor programs such as *EONS* (including the potential addition of a second cohort), *Passport to Trails*, and *Vámonos*, as well as support for events, fundraising, and land conservation. As part of this effort, establish a volunteer-based Stewardship Corps to assist with monitoring and stewardship of conserved lands.

3. Advance Strategic Land Conservation and Stewardship

- I. Objective 3.1: Update and continue to implement the ***Strategic Conservation Plan*** and Decision Framework for funding projects that align with state and federal funding opportunities, reflect new sources of money, establish clear criteria for defining and prioritizing high-value conservation projects. For example:
- i. New landowner engagement strategy developed to accommodate all landowners who are ready to protect their land during high volume periods.

- ii. Pursue NHCA funding for Total Transaction Projects to recoup some of SFCT's transaction costs. *(Total Transaction Projects are funded by annual earnings from the endowment fund. We pay the transaction costs without repayment so we can work with a wider diversity of landowners and speed conservation work forward.)*
 - iii. Pursue NRCS ACEP-ALE funding for easements on agricultural lands
 - iv. Continue to use Quickstart Funding for high priority conservation lands when landowners need bridge funding *(Quickstart Projects loan the transaction costs to landowners, who repay the fund when they sell their State Tax Credit)*
 - v. Create an analysis of conservation staff capacity limits
- II. **Objective 3.2:** Conduct a capacity analysis to determine the need for additional land stewardship staff.
 - i. Create an analysis of stewardship staff capacity limits
 - ii. Standardize and implement a volunteer land monitoring system to support SFCT stewardship staff
 - iii. Current stewardship model is to ground visit properties every three years (except for if there is a new landowner or if there has been a violation in the last three years, or if the property was flagged for an unidentified object in the remote monitoring). LTA and SFCT Monitoring Policy allows ground visits to be every five years. Evaluate the Pros and Cons. Consider landowner relations.
- III. **Objective 3.3:** Develop a ***Strategic Land Stewardship Communications Plan*** to foster deeper engagement and stewardship commitment with landowners, This plan may include:
 - i. Standardize procedures for sharing “pre” and “post” monitoring reports, incorporating summary insights and commentary from land staff.
 - ii. Expand inventory of landowner resources on www.sfct.org including for new landowners who purchased property with a SFCT protected easement and are not educated on conservation easements.
 - iii. Implement an annual landowner luncheon and annual newsletter to strengthen relationships with landowners and enhance conservation easement compliance. Create a suite of other engagement incentives for landowners that foster stronger relationships and stewardship commitment.
 - iv. Expand the use of Story Maps to showcase the scope and impact of land restoration efforts at Dovetail, Riverhaven, and other SFCT-conserved properties. This initiative will include integrating Story Maps into the website, social media, and community outreach efforts, as well as

- developing a mobile presentation strategy to educate the public on local restoration projects.
- v. Develop conservation easement talking points for Board of Directors
- vi. Expand materials for landowners considering a conservation easement
- IV. Objective 3.4: Collaborate with New Mexico land trusts to modernize the Land Conservation Incentives Act by increasing the cap on transferable tax credits, expanding refund options for donated easements, and evaluating the benefits of real estate disclosure to support more equitable and transparent conservation.
- V. Objective 3.5: Strengthen partnerships with the real estate sector to advance land conservation by evaluating MLS membership for strategic data access, collaborating with the New Mexico Association of Realtors to deliver professional education on conservation tools and easements, and engaging title companies to address title issues in conservation transactions.
- VI. Objective 3.6: Develop management plans for fee-owned properties.
- VII. Objective 3.8: Strengthen the safety, credibility, and effectiveness of land monitoring and stewardship efforts by developing clear procedures and protocols for staff and volunteers, while also establishing a professional identity—such as uniforms or visible identifiers—to foster trust and recognition among landowners and stakeholders.
- VIII. Objective 3.9: Develop scopes for partnerships with organizations that could advance land restoration goals. Work with Community Engagement Director to create a Stewardship Corps to assist in maintaining and restoring SFCT Fee properties. while exploring the feasibility of fee-for-service restoration projects staffed by a youth conservation corps.
- IX. Objective 3.11: Create a log of all response to CE violations to guide future responses.
- X. Objective 3.12: Implement SFCT’s key land management plans, including:
 - i. Dovetail Management Plan (2022), and the Grassland Restoration Plan (2025)—a supplement to the Dovetail plan
 - 1. Find and replace terms “Conservation Homestead” or “Galisteo Property” with “Dovetail” in the 2022 Management Plan and supplemental documents and software systems.
 - ii. Apache Canyon Management Plan (2022), and the Forest Management Plan (2025), a supplement to the Apache Canyon plan.
- XI. Establish clear timeframes and phased activities for each plan to ensure a sustainable and manageable pace of implementation. Strengthen and maintain partnerships essential to this work, including ongoing collaboration with the Forest Stewards Guild, the New Mexico State Land Office, and active participation in the Greater Santa Fe Fireshed Coalition, and other groups or NGOs

4. Strengthen Financial Sustainability and Fundraising

- I. Objective 4.1: Develop and implement a comprehensive Strategic Fundraising Plan to ensure long-term financial sustainability and managed growth. Prioritize strategies to expand and diversify the donor base and increase unrestricted support, with a particular focus on engaging major donors and cultivating younger generations as the next wave of committed supporters. Strengthen and grow all core fundraising efforts—including grants, individual giving, business sponsorships and underwriting, and planned giving—while deepening partnerships across the community. Simultaneously, explore the use of digital fundraising tools and platforms to broaden outreach and enhance engagement, especially among younger and more tech-savvy audiences. As a long-term objective, develop a scope of work to grow the organization’s endowment, establishing a stable and enduring source of financial support for SFCT’s mission.
- II. Objective 4.2: Establish a long-term financial strategy to support SFCT’s operational needs and strategic growth. Evaluate the feasibility of a capital campaign tied to office space needs, including the potential purchase of a larger property that supports future growth. This analysis should consider visibility, location, ADA compliance, and market timing. Through this process, determine whether ownership, leasing, and/or third-party leasing presents the best long-term option for the organization. Objective 4.3: Evaluate and optimize fundraising events like Insider Tours, Community Star Party, Banff Film Festival, and Stand Up for Nature to increase donor engagement. Advance donor cultivation efforts through high-value experiences like Insider Tours, targeted donor gathering, and exclusive conservation-related events.

5. Enhance Communications and Public Awareness

- I. Objective 5.1: Develop and implement a Strategic Communications Plan that unifies SFCT’s messaging, elevates its public presence, and deepens community engagement. This plan will include an editorial calendar and serve as the foundation for all digital, print, media, and event communications. Supporting Objectives include:
 - i. Revamp the SFCT website to improve user experience, highlight impact, and expand digital outreach, including a robust inventory of landowner resources—particularly for new landowners with SFCT-protected properties.
 - ii. Strengthen media and public relations efforts to position SFCT as a trusted leader and authoritative voice in land conservation across New Mexico.
 - iii. Develop and deliver targeted newsletters and campaigns tailored to key audience segments—including monthly donors, landowners, Atalaya Legacy Society members, required minimum distributions (RMD) and donor-advised funds (DAF) donors—to encourage continued support.

- iv. Expand public education initiatives that promote conservation awareness, including the importance of equitable access to nature as a shared value that supports community well-being.

6. Leverage Technology to Strengthen Engagement, Operations, and Impact

- I. Objective 6.1: Enhance the use of technology across the organization—particularly Salesforce and related platforms—to strengthen constituent engagement, improve relationship management, and support more coordinated and effective operations. Strengthen SFCT’s ability to track donor interactions, volunteer and event participation, and use insights gained to build deeper relationships, better understand our community, and grow support for our mission. Supporting Objectives include:
 - i. Evaluate and refine SFCT’s Salesforce implementation to improve its effectiveness in donor management, constituent engagement, event tracking, and marketing. Define clear organizational objectives for its use, ensuring the system is configured to support fundraising, outreach, and programmatic priorities.
 - ii. Provide ongoing staff training and create internal documentation to support consistent data entry, efficient use, and accurate reporting across departments.
 - iii. Develop standardized protocols for tracking donor interactions, volunteer participation, event attendance, and marketing activities, enabling a more cohesive and coordinated approach to engagement with SFCT constituents.
 - iv. Explore and implement integrations between Salesforce and key platforms—such as Mailchimp (email marketing), Clickbid (donation and event management), Lens and Landscape (easement stewardship), ArcGIS (geospatial data and mapping), and Google Suite (collaboration and file management)—to streamline operations, improve data sharing, and strengthen impact.
 - v. Track progress/participants/outcomes for reporting and future fundraising efforts related to land programs.
 - vi. Identify and analyze potential Salesforce report options.
 - vii. Improve the appearance and functionality of digital communications in all formats, , including mobile view.

7. Strengthen and Expand the Trails Program for Greater Regional Impact

- I. Objective 7.1: Develop and host a Trail Crew Leader Training Course to build local capacity for trail maintenance and stewardship, ensuring long-term sustainability and growth potential of regional trails maintenance revenues with the City and County of Santa Fe.

- II. Objective 7.2: Organize a local Trail Workers Symposium to establish SFCT as regional trail leader, develop best practices, strengthen collaboration among local trail organizations, and develop standardized trail maintenance guidelines.
- III. Objective 7.3: Expand SFCT's capacity to support community service projects by creating structured opportunities for schools (e.g., Santa Fe Prep or National Forest Foundation), nonprofits, and corporate groups to participate in meaningful trail stewardship activities when opportunities arise.
- IV. Objective 7.4: Identify and prioritize underserved communities in trail programming to ensure SFCT's work aligns with broader conservation and equity goals, and use this insight to shape SFCT's approach to equitable access to nature through trail development.
- V. Objective 7.5: