

VERMONT CONSERVATION PLAN TECHNICAL ADVISORY COMMITTEE MEETING #7

December 18, 2025, 9:30am to 1:00pm EST

MEETING NOTES



Annie Decker

Associate Director of Resource Development & Resiliency; VHCB
802-661-8958

a.decker@vhcb.org

Rebecca Washburn

Director of Lands Administration & Recreation; VT FPR
802-793-3432

becca.washburn@vermont.gov

David Beurle

Chief Executive Officer
Future iQ
612-757-9190

david@future-iq.com

FOR MORE INFORMATION



Vermont Conservation Plan – TAC Meeting #7 Notes
December 18, 2025

Attendees:

TAC Members: Emily Alger, Tracy Zschau, Alex Smith, Elise Barry, Chris Custano, Krista Karlson, Greg Gustina, Rich Holschuh, Nick Bennette, Jamie Fidel, Lyn Munno, Shelby Semmes (virtual), Hannah Sessions (virtual)

VHCB and ANR Staff Attendees: Trey Martin, Annie Decker, Isaac Bissell, Gunnar Nurme and Oliver Pierson (FPR)

Meeting Purpose

The meeting agenda included: revisiting themes from the TAC Tensions Survey and November visioning exercise; reviewing and discussing the draft actions template and example draft action prepared by VHCB, and receiving updates on timeline, engagement, and public input as the Vermont Conservation Plan process moves toward draft actions.

Revisiting TAC Tensions and Visioning

TAC members reflected on the November visioning exercise and discussed which ideas and tensions feel most salient as the group prepares to review draft actions.

- Discussion emphasized both the productive nature of recent conversations and the real challenges posed by differing perspectives.
- Several members noted that ideological tensions among stakeholders feel heightened, but also acknowledged that working through these differences has strengthened the process.
- There was broad optimism that continued dialogue can support a conservation plan that balances ecological, cultural, and economic values while advancing the goals of Act 59.
- TAC members emphasized the importance of not allowing tensions to derail progress toward a clear and usable blueprint for conservation action, the need to focus on resources and capacity, and the reality that the plan must remain scoped and achievable. Equity, inclusivity, and humility were highlighted as essential to both the process and outcomes of the plan. In addition, some TAC members expressed the desire that our planning process include an analysis of unintended consequences and long term negative impacts from this work.

Actions Template Discussion

- TAC members reviewed the draft actions template and discussed equity, specificity, metrics, prioritization, and usability.
- There was strong interest in ensuring actions are measurable, people-centered, and flexible enough to adapt to new science and conditions.

Timeline and Public Engagement

- VHCB staff provided updates on the timeline, mini-grants, and upcoming engagement.
- TAC members were invited to submit substantive ideas ahead of the January 22 meeting, which will focus on reviewing draft actions.

Public Comment

Public comments were received from Zack Porter (Standing Trees), Monica Pryzyperhart, Mike Covey (Vermont Traditions Coalition), and Claire Ireland (Vermont Association of Conservation Districts).

Next Steps

Staff will continue drafting actions informed by TAC feedback. The January 22nd TAC meeting #8 will focus on review and discussion of draft actions.