

The State of New Hampshire
Department of Environmental Services



Robert R. Scott, Commissioner

84 - 6/3/26

May 7, 2026

Her Excellency, Governor Kelly A. Ayotte
and the Honorable Council
State House
Concord, New Hampshire 03301

REQUESTED ACTION

Authorize the Department of Environmental Services to award a grant to the Ammonoosuc Conservation Trust (ACT) (VC# 246606-R001), Franconia, NH, in the amount of \$110,900 to protect approximately 510 acres of land in Haverhill, NH, located within the hydrological area of concern of Woodsville Water and Light Department, effective upon Governor and Council approval through December 31, 2028. Hunting and fishing are permissible uses on the land. 100% Drinking Water and Groundwater Trust Fund (DWGTF).

Funding is available in the following account:

03-44-44-444010-7428-073-500581	<u>FY 2026</u>
Dept. Environmental Services, Drinking Water and Groundwater Trust Fund, Grants Non-Federal	\$110,900

EXPLANATION

The Drinking Water and Groundwater Trust Fund (DWGTF) was created in 2016, using \$276 million of MtBE trial judgement funds, as authorized by RSA 485-F. The purpose of the DWGTF is to provide sustainable, long-term funding for the protection, preservation, and enhancement of the drinking water and groundwater resources of the state. The Drinking Water and Groundwater Advisory Commission (Advisory Commission) was established to administer the DWGTF and provide guidance to the State on the use of the funds.

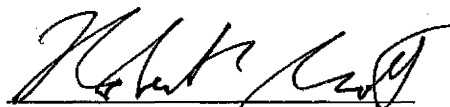
On October 20, 2025, the Advisory Commission voted to authorize grants for seven drinking water source protection projects. ACT's request for \$110,900 was selected for grant funding to acquire nine parcels of land totaling approximately 510 acres via conservation easement. The parcels are located within the wellhead protection area of the Woodsville Water and Light Department, which serves as the primary drinking water source for the Village of Woodsville in the Town of Haverhill. Outdoor recreation will be permissible on the property, including hunting, fishing, hiking, snowshoeing, wildlife viewing, trapping, and snowmobiling. However, other motorized recreational vehicles will not be allowed due to potential for water quality degradation.

The total project cost for ACT to purchase the property is \$375,400. The DWGTF will provide \$110,900 with \$264,500 in match provided by other funding sources. The purchase price of the property is based on a recent appraisal of fair market value. The Ammonoosuc River Local Advisory Committee, Grafton County Conservation District, Town of Haverhill Conservation Commission, Woodsville Fire District and Woodsville Water and Light Department are supportive of the project.

Her Excellency, Governor Kelly A. Ayotte
and the Honorable Council
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Attachment A contains a map showing the relationship of the land to the protected water supply source. If these funds become unavailable, general funds will not be requested to support this project. This agreement has been approved by the Attorney General's Office as to form, substance, and execution.

We respectfully request your approval of this item.

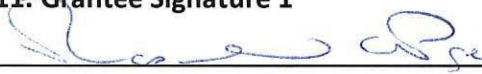
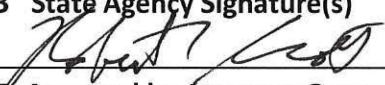
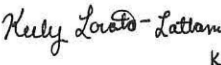
A handwritten signature in black ink, appearing to read "Robert R. Scott", written over a horizontal line.

Robert R. Scott, Commissioner

GRANT AGREEMENT

The State of New Hampshire and the Grantee hereby
Mutually agree as follows:
GENERAL PROVISIONS

1. Identification and Definitions.

1.1. State Agency Name NH Department of Environmental Services		1.2. State Agency Address 29 Hazen Drive, Concord NH 03302-0095	
1.3. Grantee Name Ammonoosuc Conservation Trust (ACT)		1.4. Grantee Address PO Box 191, Franconia, NH 03580	
1.5 Grantee Phone # 603-823-7777	1.6. Account Number 03-44-44-444010-7428-073	1.7. Completion Date 12/31/2028	1.8. Grant Limitation \$110,900
1.9. Grant Officer for State Agency Laura Weit-Marcum, DWGTF Source Water Protection Grant Program Coordinator		1.10. State Agency Telephone Number (603) 271-2862 Laura.M.Weit-Marcum@des.nh.gov	
If Grantee is a municipality or village district: "By signing this form we certify that we have complied with any public meeting requirement for acceptance of this grant, including if applicable RSA 31:95-b."			
1.11. Grantee Signature 1 		1.12. Name & Title of Grantee Signor 1 Rosalind Page, Executive Director	
Grantee Signature 2		Name & Title of Grantee Signor 2	
Grantee Signature 3		Name & Title of Grantee Signor 3	
1.13 State Agency Signature(s) 		1.14. Name & Title of State Agency Signor(s) Robert R. Scott, NHDES Commissioner	
1.15. Approval by Attorney General (Form, Substance and Execution) (if G & C approval required)			
By:  Keely Lovato-Latham Assistant Attorney General, On: 5 / 13 / 2026			
1.16. Approval by Governor and Council (if applicable)			
By: _____ On: / /			

2. **SCOPE OF WORK:** In exchange for grant funds provided by the State of New Hampshire, acting through the Agency identified in block 1.1 (hereinafter referred to as "the State"), the Grantee identified in block 1.3 (hereinafter referred to as "the Grantee"), shall perform that work identified and more particularly described in the scope of work attached hereto as EXHIBIT B (the scope of work being hereinafter referred to as "the Project").

3. AREA COVERED. Except as otherwise specifically provided for herein, the Grantee shall perform the Project in, and with respect to, the State of New Hampshire.
4. EFFECTIVE DATE: COMPLETION OF PROJECT.
- 4.1. This Agreement, and all obligations of the parties hereunder, shall become effective on the date on the date of approval of this Agreement by the Governor and Council of the State of New Hampshire if required (block 1.16), or upon signature by the State Agency as shown in block 1.14 ("the Effective Date").
- 4.2. Except as otherwise specifically provided herein, the Project, including all reports required by this Agreement, shall be completed in ITS entirety prior to the date in block 1.7 (hereinafter referred to as "the Completion Date").
5. GRANT AMOUNT: LIMITATION ON AMOUNT: VOUCHERS: PAYMENT.
- 5.1. The Grant Amount is identified and more particularly described in EXHIBIT C, attached hereto.
- 5.2. The manner of, and schedule of payment shall be as set forth in EXHIBIT C.
- 5.3. In accordance with the provisions set forth in EXHIBIT C, and in consideration of the satisfactory performance of the Project, as determined by the State, and as limited by subparagraph 5.5 of these general provisions, the State shall pay the Grantee the Grant Amount. The State shall withhold from the amount otherwise payable to the Grantee under this subparagraph 5.3 those sums required, or permitted, to be withheld pursuant to N.H. RSA 80:7 through 7-c.
- 5.4. The payment by the State of the Grant amount shall be the only, and the complete payment to the Grantee for all expenses, of whatever nature, incurred by the Grantee in the performance hereof, and shall be the only, and the complete, compensation to the Grantee for the Project. The State shall have no liabilities to the Grantee other than the Grant Amount.
- 5.5. Notwithstanding anything in this Agreement to the contrary, and notwithstanding unexpected circumstances, in no event shall the total of all payments authorized, or actually made, hereunder exceed the Grant limitation set forth in block 1.8 of these general provisions.
6. COMPLIANCE BY GRANTEE WITH LAWS AND REGULATIONS. In connection with the performance of the Project, the Grantee shall comply with all statutes, laws regulations, and orders of federal, state, county, or municipal authorities which shall impose any obligations or duty upon the Grantee, including the acquisition of any and all necessary permits and RSA 31-95-b.
7. RECORDS and ACCOUNTS.
- 7.1. Between the Effective Date and the date seven (7) years after the Completion Date, unless otherwise required by the grant terms or the Agency, the Grantee shall keep detailed accounts of all expenses incurred in connection with the Project, including, but not limited to, costs of administration, transportation, insurance, telephone calls, and clerical materials and services. Such accounts shall be supported by receipts, invoices, bills and other similar documents.
- 7.2. Between the Effective Date and the date seven (7) years after the Completion Date, unless otherwise required by the grant terms or the Agency pursuant to subparagraph 7.1, at any time during the Grantee's normal business hours, and as often as the State shall demand, the Grantee shall make available to the State all records pertaining to matters covered by this Agreement. The Grantee shall permit the State to audit, examine, and reproduce such records, and to make audits of all contracts, invoices, materials, payrolls, records of personnel, data (as that term is hereinafter defined), and other information relating to all matters covered by this Agreement. As used in this paragraph, "Grantee" includes all persons, natural or fictional, affiliated with, controlled by, or under common ownership with, the entity identified as the Grantee in block 1.3 of these provisions
8. PERSONNEL.
- 8.1. The Grantee shall, at its own expense, provide all personnel necessary to perform the Project. The Grantee warrants that all personnel engaged in the Project shall be qualified to perform such Project, and shall be properly licensed and authorized to perform such Project under all applicable laws.
- 8.2. The Grantee shall not hire, and it shall not permit any subcontractor, subgrantee, or other person, firm or corporation with whom it is engaged in a combined effort to perform the Project, to hire any person who has a contractual relationship with the State, or who is a State officer or employee, elected or appointed.
- 8.3. The Grant Officer shall be the representative of the State hereunder. In the event of any dispute hereunder, the interpretation of this Agreement by the Grant Officer, and his/her decision on any dispute, shall be final.
9. DATA: RETENTION OF DATA: ACCESS.
- 9.1. As used in this Agreement, the word "data" shall mean all information and things developed or obtained during the performance of, or acquired or developed by reason of, this Agreement, including, but not limited to, all studies, reports, files, formulae, surveys, maps, charts, sound recordings, video recordings, pictorial reproductions, drawings, analyses, graphic representations,
- computer programs, computer printouts, notes, letters, memoranda, paper, and documents, all whether finished or unfinished.
- 9.2. Between the Effective Date and the Completion Date the Grantee shall grant to the State, or any person designated by it, unrestricted access to all data for examination, duplication, publication, translation, sale, disposal, or for any other purpose whatsoever.
- 9.3. No data shall be subject to copyright in the United States or any other country by anyone other than the State.
- 9.4. On and after the Effective Date all data, and any property which has been received from the State or purchased with funds provided for that purpose under this Agreement, shall be the property of the State, and shall be returned to the State upon demand or upon termination of this Agreement for any reason, whichever shall first occur.
- 9.5. The State, and anyone it shall designate, shall have unrestricted authority to publish, disclose, distribute and otherwise use, in whole or in part, all data.
10. CONDITIONAL NATURE OR AGREEMENT. Notwithstanding anything in this Agreement to the contrary, all obligations of the State hereunder, including, without limitation, the continuance of payments hereunder, are contingent upon the availability or continued appropriation of funds, and in no event shall the State be liable for any payments hereunder in excess of such available or appropriated funds. In the event of a reduction or termination of those funds, the State shall have the right to withhold payment until such funds become available, if ever, and shall have the right to terminate this Agreement immediately upon giving the Grantee notice of such termination.
11. EVENT OF DEFAULT: REMEDIES.
- 11.1. Any one or more of the following acts or omissions of the Grantee shall constitute an event of default hereunder (hereinafter referred to as "Events of Default"):
- 11.1.1 Failure to perform the Project satisfactorily or on schedule; or
- 11.1.2 Failure to submit any report required hereunder; or
- 11.1.3 Failure to maintain, or permit access to, the records required hereunder; or
- 11.1.4 Failure to perform any of the other covenants and conditions of this Agreement.
- 11.2. Upon the occurrence of any Event of Default, the State may take any one, or more, or all, of the following actions:
- 11.2.1 Give the Grantee a written notice specifying the Event of Default and requiring it to be remedied within, in the absence of a greater or lesser specification of time, thirty (30) days from the date of the notice; and if the Event of Default is not timely remedied, terminate this Agreement, effective two (2) days after giving the Grantee notice of termination; and
- 11.2.2 Give the Grantee a written notice specifying the Event of Default and suspending all payments to be made under this Agreement and ordering that the portion of the Grant Amount which would otherwise accrue to the Grantee during the period from the date of such notice until such time as the State determines that the Grantee has cured the Event of Default shall never be paid to the Grantee; and
- 11.2.3 Set off against any other obligation the State may owe to the Grantee any damages the State suffers by reason of any Event of Default; and
- 11.2.4 Treat the agreement as breached and pursue any of its remedies at law or in equity, or both.
12. TERMINATION.
- 12.1. In the event of any early termination of this Agreement for any reason other than the completion of the Project, the Grantee shall deliver to the Grant Officer, not later than fifteen (15) days after the date of termination, a report (hereinafter referred to as the "Termination Report") describing in detail all Project Work performed, and the Grant Amount earned, to and including the date of termination.
- 12.2. In the event of Termination under paragraphs 10 or 12.4 of these general provisions, the approval of such a Termination Report by the State shall entitle the Grantee to receive that portion of the Grant amount earned to and including the date of termination.
- 12.3. In the event of Termination under paragraphs 10 or 12.4 of these general provisions, the approval of such a Termination Report by the State shall in no event relieve the Grantee from any and all liability for damages sustained or incurred by the State as a result of the Grantee's breach of its obligations hereunder.
- 12.4. Notwithstanding anything in this Agreement to the contrary, either the State or, except where notice default has been given to the Grantee hereunder, the Grantee, may terminate this Agreement without cause upon thirty (30) days written notice.
13. CONFLICT OF INTEREST. No officer, member of employee of the Grantee, and no representative, officer or employee of the State of New Hampshire or of the governing body of the locality or localities in which the Project is to be performed, who exercises any functions or responsibilities in the reviewer

- approval of the undertaking or carrying out of such Project, shall participate in any decision relating to this Agreement which affects his or her personal interest or the interest of any corporation, partnership, or association in which he or she is directly or indirectly interested, nor shall he or she have any personal or pecuniary interest, direct or indirect, in this Agreement or the proceeds thereof.
14. GRANTEE'S RELATION TO THE STATE. In the performance of this Agreement the Grantee, its employees, and any subcontractor or subgrantee of the Grantee are in all respects independent contractors, and are neither agents nor employees of the State. Neither the Grantee nor any of its officers, employees, agents, members, subcontractors or subgrantees, shall have authority to bind the State nor are they entitled to any of the benefits, workmen's compensation or emoluments provided by the State to its employees.
 15. ASSIGNMENT AND SUBCONTRACTS. The Grantee shall not assign, or otherwise transfer any interest in this Agreement without the prior written consent of the State. None of the Project Work shall be subcontracted or subgranted by the Grantee other than as set forth in Exhibit B without the prior written consent of the State.
 16. INDEMNIFICATION. The Grantee shall defend, indemnify and hold harmless the State, its officers and employees, from and against any and all losses suffered by the State, its officers and employees, and any and all claims, liabilities or penalties asserted against the State, its officers and employees, by or on behalf of any person, on account of, based on, resulting from, arising out of (or which may be claimed to arise out of) the acts or omissions of the Grantee or subcontractor, or subgrantee or other agent of the Grantee. Notwithstanding the foregoing, nothing herein contained shall be deemed to constitute a waiver of the sovereign immunity of the State, which immunity is hereby reserved to the State. This covenant shall survive the termination of this agreement.
 17. INSURANCE.
 - 17.1 The Grantee shall, at its own expense, obtain and maintain in force, or shall require any subcontractor, subgrantee or assignee performing Project work to obtain and maintain in force, both for the benefit of the State, the following insurance:
 - 17.1.1 Statutory workers' compensation and employees liability insurance for all employees engaged in the performance of the Project, and
 - 17.1.2 General liability insurance against all claims of bodily injuries, death or property damage, in amounts not less than \$1,000,000 per occurrence and \$2,000,000 aggregate for bodily injury or death any one incident, and \$500,000 for property damage in any one incident; and
 - 17.2. The policies described in subparagraph 17.1 of this paragraph shall be the standard form employed in the State of New Hampshire, issued by underwriters acceptable to the State, and authorized to do business in the State of New Hampshire. Grantee shall furnish to the State, certificates of insurance for all renewal(s) of insurance required under this Agreement no later than ten (10) days prior to the expiration date of each insurance policy.
 18. WAIVER OF BREACH. No failure by the State to enforce any provisions hereof after any Event of Default shall be deemed a waiver of its rights with regard to that Event, or any subsequent Event. No express waiver of any Event of Default shall be deemed a waiver of any provisions hereof. No such failure of waiver shall be deemed a waiver of the right of the State to enforce each and all of the provisions hereof upon any further or other default on the part of the Grantee.
 19. NOTICE. Any notice by a party hereto to the other party shall be deemed to have been duly delivered or given at the time of mailing by certified mail, postage prepaid, in a United States Post Office addressed to the parties at the addresses first above given.
 20. AMENDMENT. This Agreement may be amended, waived or discharged only by an instrument in writing signed by the parties hereto and only after approval of such amendment, waiver or discharge by the Governor and Council of the State of New Hampshire, if required or by the signing State Agency.
 21. CONSTRUCTION OF AGREEMENT AND TERMS. This Agreement shall be construed in accordance with the law of the State of New Hampshire, and is binding upon and inures to the benefit of the parties and their respective successors and assignees. The captions and contents of the "subject" blank are used only as a matter of convenience, and are not to be considered a part of this Agreement or to be used in determining the intent of the parties hereto.
 22. THIRD PARTIES. The parties hereto do not intend to benefit any third parties and this Agreement shall not be construed to confer any such benefit.
 23. ENTIRE AGREEMENT. This Agreement, which may be executed in a number of counterparts, each of which shall be deemed an original, constitutes the entire agreement and understanding between the parties, and supersedes all prior agreements and understandings relating hereto.
 24. SPECIAL PROVISIONS. The additional or modifying provisions set forth in Exhibit A hereto are incorporated as part of this agreement.

EXHIBIT A

SPECIAL TERMS AND CONDITIONS

1. Changes to the Scope of Services, as outlined in Exhibit B, require New Hampshire Department of Environmental Services (NHDES) approval in advance and, if applicable and as determined by NHDES, may require approval by the NH Drinking Water and Groundwater Advisory Commission (Advisory Commission), and a grant amendment subject to approval by the New Hampshire Governor and Executive Council.
2. A Final Closing Package, as outlined in Exhibit B - Scope of Services, must be submitted to NHDES by the completion date listed on the grant agreement (section 1.7). Disbursement requests and supporting materials must be submitted no later than 90 days after the completion date.
3. If a completion date extension is required to complete the Scope of Services outlined in Exhibit B, the grantee must make that request at least four months before the completion date, as it requires Advisory Commission approval and a grant amendment subject to approval by the New Hampshire Governor and Executive Council.

EXHIBIT B

SCOPE OF SERVICES

Ammonoosuc Conservation Trust – Forcier Property in Haverhill, New Hampshire

The Ammonoosuc Conservation Trust (“Grantee”) will use the grant funds to purchase a conservation easement in accordance with applicable requirements and procedures set forth in Env-Dw 1002 et. al., to protect in perpetuity nine parcels of land identified on current Haverhill tax records as portions of Tax Map 402 Lots 70, 86, 86-1 and 86-2, Tax Map 403 Lots 36, 44, 45 and 46, and Tax Map 406 Lot 16, totaling +/- 510 acres (“Property”) in the hydrologic area of concern of the Woodsville Water and Light Department, which serves as the Village of Woodsville’s primary drinking water source. All easements or deeds not held by a State of New Hampshire agency must include a third party right of enforcement in favor of the State of New Hampshire, acting through NHDES, to enforce the conditions and restrictions of the conservation easement and to recover the costs of such enforcement.

The conservation easement deed shall protect the Property and its public water supplies in perpetuity and shall include purposes and use restrictions at least as protective as the following:

- The Property shall be maintained in perpetuity as undeveloped land in a manner that is not detrimental to or inconsistent with the Purposes of the Easement and that shall not degrade the sustainable yield of ground and surface water resources; degrade the water quality of such resources such that the standards set for public drinking water by NHDES would be threatened; cause an unsustainable quantity of water to be withdrawn; or harm state or federally recognized rare, threatened or endangered species. No acts, uses or management activities shall be undertaken on the Property that are inconsistent with RSA 485-F or RSA 486-A.
- No industrial or commercial activities or improvements shall occur on the Property except in conjunction with any public water supply, agricultural, forestry or outdoor recreation. No structures or improvements, including, but not limited to, a dwelling; any portion of a septic system, portable or composting toilet; tennis courts; swimming pool; dock; athletic field; shooting range; pavilion; aircraft

landing strip; or mobile home shall be constructed, placed or introduced onto the Property.

- No land surface alterations shall occur on the Property, such as filling, excavation, mining, and dredging, except in conjunction with any public water supply, agriculture, forestry, wildlife habitat management or outdoor recreational activities, and only to the extent that they do not degrade or threaten to degrade the quality and sustainable yield of groundwater and surface water resources.
- No waste, including snow, generated off the Property shall be disposed of, stored, or discharged on the Property. No hazardous waste shall be discarded or abandoned or disposed of on the Property, except in conjunction with any public water supply, agriculture, forestry, or outdoor recreational activities that are allowed by the conservation easement, and provided that storage and use do not threaten water supply protection and are specifically allowed by the conservation easement.
- Motorized vehicles use shall not be permitted on the Property for recreational purposes, except snowmobiles provided they are operated: 1) only on snow and ice outside the sanitary protective area of public water supply well(s); 2) more than 250 feet from a surface water body used as a public water supply; 3) more than 100 feet from tributaries contributing to such water bodies, except when crossing such tributaries, and 4) only on designated snowmobile trails depicted on a plan approved by NHDES in accordance with Env-Dw 1002.25.
- Allowable activities shall only be conducted in accordance with a plan, best management practices, or conditions set forth in the deed or easement.

In the event of an extinguishment of the conservation easement, or condemnation of all or a portion of the Property, the Grantee shall allocate to NHDES a proportionate share of any proceeds recovered up to the total grant award based on their relative contributions of each said party calculated by dividing the NHDES grant award into the Total Projects Costs.

The conservation easement deed shall require that the easement holder be responsible for long-term stewardship and monitoring of the Property and ensuring that the land use restrictions outlined in the conservation easement are upheld.

The Grantee agrees to place a sign at a prominent location on or near the Property. The sign will recognize the New Hampshire Drinking Water and Groundwater Trust Fund as a funding source for the project. Should the sign be damaged or destroyed, the Grantee will work with NHDES to repair or replace it.

The conservation easement deed shall require that the Property be monitored on an annual basis in accordance with the Land Trust Alliance's *Standards and Practices*, Standard 11 Conservation Easement Stewardship, to ensure the terms of the conservation easement are adhered to and no actions detrimental to the conservation values are occurring on the Property. The conservation easement deed shall require that the Grantee submit annual monitoring reports to NHDES upon request that document the current conditions of the Property, identify any conditions that may violate the provisions of the conservation easement deed, and include a description of actions taken to remediate any violations.

The Grantee will complete the following tasks and submit the items listed below to NHDES as part of the final closing package per Env-Dw 1303.09:

- Complete a property boundary survey of each grant Property that complies with Env-Dw 1002.21 and provide an electronic copy of the survey and digitized polygon files.
- An appraisal report for the Property that complies with Env-Dw 1002.22 and shows the negotiated

price does not exceed fair market value as determined by a qualified appraiser.

- A title examination and legal opinion for the Property that complies with Env-Dw 1002.23.
- Draft conservation easement deed incorporating the requirements that comply with Env-Dw 1002.24 and the requirements of this Agreement.
- [A snowmobile trail plan with maps showing all existing and proposed trails, and a description of how users will be educated about the need to protect the land as a public drinking water source that complies with Env-Dw 1002.25.]
- A Stewardship Plan that identifies how annual site inspections will be conducted and the individual responsible for submitting annual monitoring reports to NHDES, upon request, that complies with Env-Dw 1002.26.
- A signed Baseline Documentation Report that records in writing and with photographs, the conditions of the Property at the time of acquisition, including water quality and quantity data, that complies with Env-Dw 1002.26(c).
- An environmental site assessment that complies with Env-Dw 1002.20 and includes an opinion by an environmental consultant that there are no contamination concerns on the Property.
- A final budget that lists all funding sources and project expenses that complies with Env-Dw 1002.27(a)(7) and shows the match of at least 50% of the total project costs has been provided by the Grantee.

EXHIBIT C

METHOD OF PAYMENT

The New Hampshire Department of Environmental Services (NHDES) shall pay the Grantee up to \$110,900, in accordance with the following requirements:

Reimbursement requests for project costs shall be made using the New Hampshire Drinking Water and Groundwater Trust Fund (DWGTF) Source Water Protection Grant Program disbursement form as supplied by NHDES, which shall be completed and signed by the Grantee. The disbursement form shall be accompanied by proper supporting documentation based on project costs. The Grantee will maintain adequate documentation to substantiate all project related costs. All work shall be performed to the satisfaction of NHDES before payment is made.

The total reimbursement shall not exceed the grant award of \$110,900. Each disbursement request will be paid 100% grant funds up to \$110,900.

State of New Hampshire

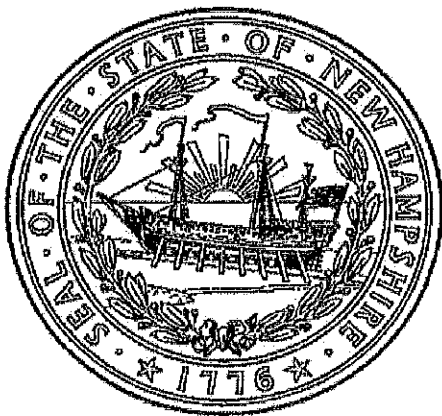
Department of State

CERTIFICATE

I, David M. Scanlan, Secretary of State of the State of New Hampshire, do hereby certify that AMMONOOSUC CONSERVATION TRUST ("ACT") is a New Hampshire Nonprofit Corporation registered to transact business in New Hampshire on February 18, 2000. I further certify that all fees and documents required by the Secretary of State's office have been received and is in good standing as far as this office is concerned.

Business ID: 337728

Certificate Number: 0007758225



IN TESTIMONY WHEREOF,
I hereto set my hand and cause to be affixed
the Seal of the State of New Hampshire,
this 28th day of January A.D. 2026.

A handwritten signature in black ink, appearing to read "D. Scanlan", is written over a faint circular outline.

David M. Scanlan
Secretary of State



CERTIFICATE OF VOTE AUTHORITY TO ACCEPT GRANTS



Drinking Water and Groundwater Trust Fund (DWGTF)
Source Water Protection Program

A Certificate of Vote of Authorization (COV) is a certificate that states a Grantee is willing to enter into a grant agreement with the State of New Hampshire Department of Environmental Services (NHDES) and designates an Authorized Representative of the Grantee’s governing body to execute the grant documents.

FORM GUIDANCE

- Please fill out areas **highlighted in yellow** DIGITALLY before printing for final wet signature.
- The Witness must have a titled position at the Grantee’s address listed below.
- The Authorized Representative listed under item 3 does not sign this form.

Ammonoosuc Conservation Trust (ACT)
PO Box 191, Franconia, NH 03580

I, Ellen Pritham of the ACT Board of Trustees do hereby certify that:

1. I am the duly elected Secretary of the ACT Board of Trustees;
2. At a board meeting held on 1/6/2026, the ACT Board of Trustees voted to accept a grant from the Drinking Water and Groundwater Trust Fund and enter into grant agreement with the New Hampshire Department Environmental Services to perform a source water protection project.
3. The ACT Board of Trustees further authorized Rosalind C. Page, Executive Director, to execute any documents which may be necessary to effectuate this grant agreement.

IN WITNESS WHEREOF, I have hereunto set my hand as the

Ellen Pritham – Secretary of the ACT Board of Trustees on the date signed below.

Witness Signature: Ellen Pritham

Date: 2-6-2026



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
2/3/2026

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

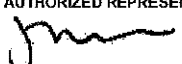
PRODUCER Alliant Insurance Services, Inc. 4530 Walney Rd Ste 200 Chantilly, VA 20151-2285	CONTACT NAME: Anna Hill	
	PHONE (A/C, No, Ext): _____ FAX (A/C, No): _____ E-MAIL ADDRESS: ahill@alliant.com	
INSURED Ammonoosuc Conservation Trust PO Box 191 461 Main Street, Unit 203 Franconia, NH 03580	INSURER(S) AFFORDING COVERAGE	NAIC #
	INSURER A: Federal Insurance Company	20281
	INSURER B:	
	INSURER C:	
	INSURER D:	
INSURER E:		
INSURER F:		

COVERAGES **CERTIFICATE NUMBER:** **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:			35816136	7/1/2025	7/1/2026	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 1,000,000 MED EXP (Any one person) \$ 10,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COM/POP AGG \$ Included
A	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY			35816136	7/1/2025	7/1/2026	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$
A	<input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED RETENTION \$			79833171	7/1/2025	7/1/2026	EACH OCCURRENCE \$ 1,000,000 AGGREGATE \$ 1,000,000
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) <input type="checkbox"/> Y/N If yes, describe under DESCRIPTION OF OPERATIONS below		N/A	71742167	7/1/2025	7/1/2026	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER E.L. EACH ACCIDENT \$ 100,000 E.L. DISEASE - EA EMPLOYEE \$ 100,000 E.L. DISEASE - POLICY LIMIT \$ 500,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
Grant: Drinking Water & Groundwater Trust Fund Grant - Haverhill: Forcier

CERTIFICATE HOLDER The State of New Hampshire Department of Environmental Services Attn: Marysa Boire - Fund Specialist PO Box 95, 29 Hazen Drive Concord, NH 03301	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE 
--	---

Ammonoosuc Conservation Trust - Haverhill

Forcier project - Woodsville Water & Light Department

Legend

-  ACT_Forcier
-  Town Boundaries
-  Permanently Conserved Lands
-  Conservation Lands
-  Hydrologic Areas of Concern (HACs)
-  Wellhead Protection Areas (WHPAs)
-  High-Yield Stratified-Drift Aquifer (GA2)

Protected Water Supplies:
Woodsville Water & Light Dept.

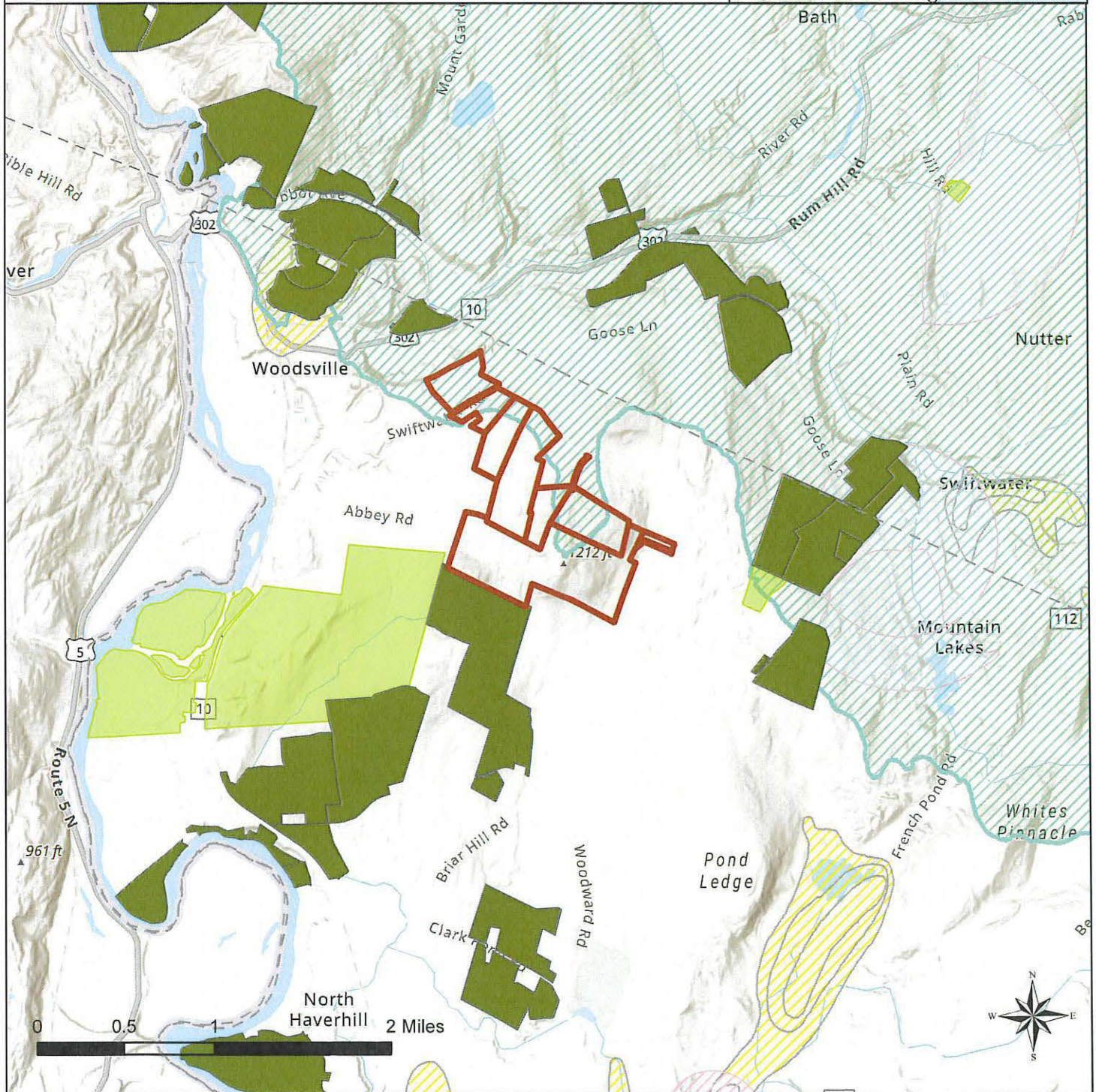
Total Project Acres: 510

High-Priority Water Supply Lands:

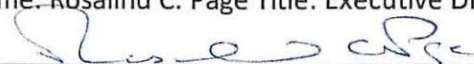
HAC Acres: 138 (27%)

WHPA Acres: 0 (0%)

GA2 Acres: 0 (0%)



NONPROFIT COVER SHEET

- A. Entity Name: Ammonoosuc Conservation Trust
- B. Entity's Contact Information for Records Requests (e.g., resumes of key personnel; audited financial statements): Sheelagh Higginson-Ops Mgr | 603-823-7777 | office@act-nh.org
- C. Name/Phone/Email: Sheelagh Higginson-Ops Mgr | 603-823-7777 | office@act-nh.org
- D. Person responsible for Accuracy and Completeness of information provided:
 Printed Name: Rosalind C. Page Title: Executive Director
 Signature: 

C. List Board of Directors and Affiliations

Name (Identify any additional role(s) in parentheses) E.g., John Doe (President)	Affiliations (Day job) E.g., Customer Service Rep, Comcast
Anwiti Bahuguna	Global Co-chief Investment Officer - Northern Trust Asset Mgmt
S. Jeffrey Burt	Retired - Investment Officer
Linda Hansen	Retired - Teacher
Christopher Nicodemus	Biomedical Research Consultant - Advance Immune Therapeutic Strategies
Gary Porter	Retired - Wealth Management industry
Ellen Pritham	Retired - Nurse
Harry Robertson	Retired - IT industry
Philip Roshak	Retired CPA - adjunct lecturer at Boston University School of Law
E.H. Roy	Retired - Petroleum Geology & Solar Electricity industries
Stephen Schwartz	Retired - Economist / Senior banking & reseach roles
Caleb Winder	Managing Director - MemorialCare Innovation Fund

D. List Key Personnel (Resumes must be available upon request to the person(s) listed in section B or may be attached):

Name	Role	Annual Salary	Amount Paid From This Contract
Rosalind C. Page	Executive Director	\$42,846.25	\$1,740
Sheelagh Higginson	Operations Manager	\$66,560.00	\$760
Conor McCourt	Stewardship & Trails Mgr	\$51,400.00	\$2,000
Jesse Mohr	Ecologist & Land Manager	\$36,308.35	\$4,800
Rick Walling	Projects Manager	\$24,478.87	\$6,000

**DISCLOSURE OF LEGAL ACTIVITIES INVOLVING THE STATE OF NEW HAMPSHIRE OR ANOTHER
GOVERNMENT ENTITY**

E. Check one of the following:

- [X] The entity is **not currently or has not been** party to any legal proceeding involving the State of New Hampshire (or any agency or subdivision thereof) or any other state/federal government entity before any adjudicative body in any jurisdiction **OR**
 - [] The entity is or has been party to one or more legal proceedings as set forth above. Identify the jurisdiction, court or other adjudicative body, case number, and briefly describe the nature of the proceeding. (Attached extra sheet if necessary.)
-
-
-

CHARITABLE TRUSTS UNIT COMPLIANCE CERTIFICATION

F. Check one of the following:

- [X] is registered and in good standing with the New Hampshire Department of Justice Charitable Trusts Unit (**see note below) **or** has submitted a complete application for registration to the Charitable Trusts Unit and is awaiting a registration determination **OR**
- [] is not required to register with the Charitable Trusts Unit because it is neither tax-exempt under section 501(c)(3) of the Internal Revenue Code nor engages in charitable solicitations in the State of New Hampshire **OR**
- [] is exempt from registration with the Charitable Trusts Unit because it is a federal or state government, agency, or subdivision or is a religious organization, an integrated auxiliary of a religious organization, or is a convention or association of churches.

****Please go to [DOJ Registered Charities List](#) and include a screenshot of your organization on the list as an attachment to this cover sheet.**

FINANCIAL DISCLOSURES

Check one the following:

- The organization hired an outside firm to audit its financial statements or to prepare GAAP-compliant financial statements for its most recently completed fiscal year. If so, please ensure that the financial statements and audit results are available to be requested from the contact listed on Page 1 (audited financials may be attached) **OR**
- The above does not apply, but the organization filed an IRS Form 990 or Form 990-EZ for its most recently completed fiscal year. Please attach that IRS Form 990 or Form 990-EZ to the submission. (Form 990 Schedule B is not required) **OR**
- If neither of the above apply*, complete the Income Statement and Balance Sheet below with the following basic financial information from the organization's most recently completed fiscal year:

INCOME STATEMENT

	<u>Revenue</u>		<u>Expenses</u>
<i>Grants</i>	\$2,263,942	<i>Compensation of officers, directors, and key personnel</i>	\$67,637
<i>Donations</i>	\$49,155	<i>Other salaries & wages</i>	\$267,625
<i>Program Services Revenue</i>	\$0	<i>Payroll taxes & employee benefits</i>	\$42,851
<i>Interest & Dividends</i>	\$47,723	<i>Occupancy, rent, utilities, and insurance</i>	\$36,308
<i>All other Revenue</i>	\$2,330	<i>Printing, publications, postage, office supplies, and IT</i>	\$5,775
<u>Total Revenue</u>	\$2,363,150	<i>All other expenses</i>	\$157,029
		<u>Total Expenses</u>	\$577,225

BALANCE SHEET

<u>Assets</u>		<u>Liabilities</u>	
<i>Cash & Equivalents</i>	\$249,551	<i>Accounts Payable</i>	\$32,621
<i>Investments</i>	\$2,098,633	<i>Loans Payable</i>	\$0
<i>Real Estate (less any depreciation)</i>	\$3,712,645	<i>All other liabilities</i>	\$20,133
<i>Other Property & Equipment (less any depreciation)</i>	\$5,953	<u>Total Liabilities</u>	\$52,754
<i>Pledges, grants, accounts receivable</i>	\$35,995		
<i>All other assets</i>	\$25,043		
<u>Total Assets</u>	\$6,127,820		

Reg. No.	Charity Name	Address	City	State	Zip	Status	Report Due
2138	Amherst Soccer Club	PO Box 853	Amherst	NH	03031	G	12/15/2026
18937	Amherst-Milford Bible Study	PO Box 273	Amherst	NH	03031	X	5/15/2023
34003	Amicus Ecclesiae	C/O 2307 South Rural Road	Tempe	AZ	85282	G	5/15/2026
34214	Amigos of Costa Rica, Inc.	PO Box 748	West Chester	PA	19381	G	5/15/2026
30535	Amirah, Inc.	100 Cummings CtrBeverly, MA 01915	Beverly	MA	01915	G	5/15/2026
13219	AMIT Children, Inc.	49 W. 37th Street	New York	NY	10018	G	5/15/2026
1408	Ammonoosuc Community Health Services, Inc.	25 Mt. Eustis Road	Littleton	NH	03561	G	5/15/2026
12022	Ammonoosuc Conservation Trust ("ACT")	PO Box 191	Franconia	NH	03580	G	11/14/2026

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

Do not enter social security numbers on this form as it may be made public.

Go to www.irs.gov/Form990 for instructions and the latest information.

2024

Open to Public Inspection

Department of the Treasury Internal Revenue Service

Form 990 header section containing organization name (AMMONOOSUC CONSERVATION TRUST), address (Franconia, NH), and financial data (Gross receipts: 2,363,150).

Part I Summary

Summary table with columns for Revenue, Expenses, and Net Assets or Fund Balances. Includes rows for mission statement, governance, and financial performance.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete.

Signature block for officer Jeff Burt and Treasurer Eric C Rowley, including dates and titles.

Paid Preparer Use Only section for Eric C Rowley, including firm name (Rowley & Associates, PC) and address.

May the IRS discuss this return with the preparer shown above? See instructions. [X] Yes [] No

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III.

1 Briefly describe the organization's mission:
To protect open spaces with conservation, historic or scenic value, including agricultural and forested lands, and wildlife habitats, within the western White Mountains region of Northern New Hampshire.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No
If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No
If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 410,397 including grants of \$) (Revenue \$)
Various projects and operating expenses related to mission.

4b (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4d Other program services (Describe on Schedule O.)
(Expenses \$ 0 including grants of \$ 0) (Revenue \$ 0)

4e Total program service expenses 410,397

Electronic Filing Only

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	X	
2 Is the organization required to complete Schedule B, Schedule of Contributors? See instructions	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II		X
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? If "Yes," complete Schedule C, Part III		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part I	X	
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV		X
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? If "Yes," complete Schedule D, Part V		X
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI	X	
b Did the organization report an amount for investments—other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII		X
c Did the organization report an amount for investments—program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII		X
d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX		X
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	X	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII		X
b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions.		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III		X
20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II		X

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question number, Yes, No. Rows 22-38 covering various IRS requirements like grants, compensation, bond issues, and controlled entities.

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V. []

Table with 3 columns: Question number, Yes, No. Rows 1a-1c regarding Form 1099-B, Form W-2G, and backup withholding rules.

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

Table with columns for question number, question text, and Yes/No response boxes. Includes questions 2a through 17 regarding employee reporting, tax compliance, and organizational activities.

Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI. [X]

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a (Voting members), 1b (Independent members), 2 (Family/Business relationships), 3 (Management company), 4 (Governing documents), 5 (Asset diversion), 6 (Members/stockholders), 7a (Power to elect/appoint), 7b (Governance decisions), 8 (Meeting documentation), 8a (Governing body), 8b (Committees), 9 (Officer at mailing address).

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

Table with 3 columns: Question, Yes, No. Rows include: 10a (Local chapters), 10b (Policies for chapters), 11a (Form 990 distribution), 11b (Review process), 12a (Conflict of interest policy), 12b (Disclosure of interests), 12c (Compliance monitoring), 13 (Whistleblower policy), 14 (Document retention), 15a/b (Compensation review), 16a (Taxable entity investment), 16b (Joint venture policy).

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed NH
18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. [] Own website [] Another's website [X] Upon request [] Other (explain on Schedule O)
19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records
Ammonoosuc Conservation Trust
461 Main St. Unit 203, PO Box 191, Franconia, NH 03580
603-823-7777

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See the instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)							(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	Former			
(1) Kim Cartwright Executive Director, through August 2024	40.00 0.00			X				70,970		480	
(2) Rosalind Page Executive Director, beginning September 2024	0.00 0.00			X				18,498			
(3) Anwiti Bahuguna Trustee	1.00 0.00	X									
(4) Jeff Burt Treasurer	2.00 0.00	X		X							
(5) Chris Nicodemus President	2.00 0.00	X		X							
(6) Ellen Pritham Secretary	2.00 0.00	X		X							
(7) Harry Robertson Trustee	1.00 0.00	X									
(8) E.H. Roy Trustee	1.00 0.00	X									
(9) Stephen Schwartz Trustee	1.00 0.00	X									
(10) Caleb Winder Trustee	1.00 0.00	X									
(11) Charles Wolcott Vice President	1.00 0.00	X		X							
(12)											
(13)											
(14)											

Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (VV-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (VV-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(15)										
(16)										
(17)										
(18)										
(19)										
(20)										
(21)										
(22)										
(23)										
(24)										
(25)										
1b Subtotal							89,468	0	480	
c Total from continuation sheets to Part VII, Section A							0	0	0	
d Total (add lines 1b and 1c)							89,468	0	480	

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization 0

	Yes	No
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual.		X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual.		X
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person.		X

Section B. Independent contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
		0
		0
		0
		0
		0

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization 0

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII.

Input box for Schedule O response

Main table with columns (A) Total revenue, (B) Related or exempt function revenue, (C) Unrelated business revenue, (D) Revenue excluded from tax under sections 512-514. Rows include Contributions, Program Service Revenue, Other Revenue, and Miscellaneous Revenue.

Electronic Filing Only

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.		(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	0			
2	Grants and other assistance to domestic individuals. See Part IV, line 22	0			
3	Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16	0			
4	Benefits paid to or for members	0			
5	Compensation of current officers, directors, trustees, and key employees	67,637	53,173	10,244	4,220
6	Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0			
7	Other salaries and wages	267,625	210,395	40,534	16,696
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	5,403	4,116	1,147	140
9	Other employee benefits	10,971	0	10,971	0
10	Payroll taxes	26,477	20,757	4,040	1,680
11	Fees for services (nonemployees):				
a	Management	0			
b	Legal	0			
c	Accounting	18,943	0	18,943	0
d	Lobbying	0			
e	Professional fundraising services. See Part IV, line 17	0			
f	Investment management fees	0			
g	Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Schedule O.)	11,076	0	11,076	0
12	Advertising and promotion	0			
13	Office expenses	10,901	5,306	3,152	2,443
14	Information technology	3,210	765	1,081	1,364
15	Royalties	0			
16	Occupancy	17,592	0	17,592	0
17	Travel	7,854	4,829	2,994	31
18	Payments of travel or entertainment expenses for any federal, state, or local public officials	0			
19	Conferences, conventions, and meetings	0			
20	Interest	0			
21	Payments to affiliates	0			
22	Depreciation, depletion, and amortization	2,973	2,973	0	0
23	Insurance	7,815	0	7,815	0
24	Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a	Land and property expenses	107,564	107,564	0	0
b	Outreach	50	0	0	50
c	Dues	4,455	67	4,388	0
d	Printing and publications	2,565	364	318	1,883
e	All other expenses	4,114	88	2,021	2,005
25	Total functional expenses. Add lines 1 through 24e	577,225	410,397	136,316	30,512
26	Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part X.

		(A)		(B)	
		Beginning of year		End of year	
Assets	1 Cash—non-interest-bearing	0	1	0	
	2 Savings and temporary cash investments	54,317	2	249,551	
	3 Pledges and grants receivable, net	110,243	3	35,995	
	4 Accounts receivable, net	0	4	0	
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons	0	5		
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)	0	6		
	7 Notes and loans receivable, net	0	7	0	
	8 Inventories for sale or use	0	8		
	9 Prepaid expenses and deferred charges	1,018	9	1,164	
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 3,731,791			
	b Less: accumulated depreciation	10b 13,193			
	11 Investments—publicly traded securities	1,818,358	11	2,098,633	
	12 Investments—other securities. See Part IV, line 11	0	12	0	
	13 Investments—program-related. See Part IV, line 11	0	13	0	
	14 Intangible assets	0	14	0	
	15 Other assets. See Part IV, line 11	38,184	15	23,879	
16 Total assets. Add lines 1 through 15 (must equal line 33)	4,225,790	16	6,127,820		
Liabilities	17 Accounts payable and accrued expenses	38,777	17	32,621	
	18 Grants payable	0	18		
	19 Deferred revenue	0	19		
	20 Tax-exempt bond liabilities	0	20		
	21 Escrow or custodial account liability. Complete Part IV of Schedule D	0	21		
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons	0	22		
	23 Secured mortgages and notes payable to unrelated third parties	0	23	0	
	24 Unsecured notes and loans payable to unrelated third parties	0	24	0	
	25 Other liabilities (including federal income tax payables to related third parties, and other liabilities not included on lines 17–24). Complete Part X of Schedule D	38,106	25	20,133	
	26 Total liabilities. Add lines 17 through 25	76,883	26	52,754	
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.				
	27 Net assets without donor restrictions	903,388	27	899,386	
	28 Net assets with donor restrictions	3,245,519	28	5,175,680	
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.				
	29 Capital stock or trust principal, or current funds	0	29		
	30 Paid-in or capital surplus, or land, building, or equipment fund	0	30		
	31 Retained earnings, endowment, accumulated income, or other funds	0	31		
32 Total net assets or fund balances	4,148,907	32	6,075,066		
33 Total liabilities and net assets/fund balances	4,225,790	33	6,127,820		

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI.

1	Total revenue (must equal Part VIII, column (A), line 12)	1	2,363,150
2	Total expenses (must equal Part IX, column (A), line 25)	2	577,225
3	Revenue less expenses. Subtract line 2 from line 1	3	1,785,925
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	4,148,907
5	Net unrealized gains (losses) on investments	5	140,234
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	6,075,066

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII.

	Yes	No
1 Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both. <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	X	
b Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both. <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		X
c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.	X	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?		X
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits.		

Electronic Filing Only

SCHEDULE A
(Form 990)

Public Charity Status and Public Support

OMB No. 1545-0047

2024

Open to Public Inspection

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

Attach to Form 990 or Form 990-EZ.

Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury
Internal Revenue Service

Name of the organization

AMMONOOSUC CONSERVATION TRUST

Employer identification number

02-6121209

Part I Reason for Public Charity Status. (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2 A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990).)
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state: _____
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
- 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 8 A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 9 An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: _____
- 10 An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
- 11 An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
 - f Enter the number of supported organizations: 0
 - g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
(A)						
(B)						
(C)						
(D)						
(E)						
Total					0	0

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)
(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Tax revenues levied for the organization's benefit; 3 The value of services or facilities furnished by a governmental unit; 4 Total; 5 The portion of total contributions by each person; 6 Public support.

Section B. Total Support

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 7 Amounts from line 4; 8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 9 Net income from unrelated business activities; 10 Other income; 11 Total support; 12 Gross receipts from related activities; 13 First 5 years.

Section C. Computation of Public Support Percentage

Table with 3 columns: Line number, Description, and Percentage. Rows include: 14 Public support percentage for 2024 (80.08%); 15 Public support percentage from 2023 Schedule A, Part II, line 14 (75.82%); 16a 33 1/3% support test—2024 (checked); 17a 10%-facts-and-circumstances test—2024; 17b 10%-facts-and-circumstances test—2023; 18 Private foundation.

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Gross receipts from admissions, merchandise sold or services performed; 3 Gross receipts from activities that are not an unrelated trade or business; 4 Tax revenues levied for the organization's benefit; 5 The value of services or facilities furnished by a governmental unit; 6 Total; 7a Amounts included on lines 1, 2, and 3 received from disqualified persons; 7b Amounts included on lines 2 and 3 received from other than disqualified persons; 7c Add lines 7a and 7b; 8 Public support (Subtract line 7c from line 6).

Section B. Total Support

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 9 Amounts from line 6; 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 10b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975; 10c Add lines 10a and 10b; 11 Net income from unrelated business activities not included on line 10b; 12 Other income; 13 Total support (Add lines 9, 10c, 11, and 12).

14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here.

Section C. Computation of Public Support Percentage

Table with 3 columns: Line number, Description, Percentage. Row 15: Public support percentage for 2024 (line 8, column (f), divided by line 13, column (f)) 0.00%. Row 16: Public support percentage from 2023 Schedule A, Part III, line 15 0.00%.

Section D. Computation of Investment Income Percentage

Table with 3 columns: Line number, Description, Percentage. Row 17: Investment income percentage for 2024 (line 10c, column (f), divided by line 13, column (f)) 0.00%. Row 18: Investment income percentage from 2023 Schedule A, Part III, line 17 0.00%.

19a 33 1/3% support tests—2024. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization.

b 33 1/3% support tests—2023. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization.

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions.

Part IV Supporting Organizations

(Complete only if you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

Table with 3 columns: Question, Yes, No. Rows 1-10b containing questions about supported organizations, including status, control, and disqualifications.

Part IV Supporting Organizations (continued)

		Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?		
a	A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization?		
b	A family member of a person described on line 11a above?		
c	A 35% controlled entity of a person described on line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI.		

Section B. Type I Supporting Organizations

		Yes	No
1	Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.		
2	Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.		

Section C. Type II Supporting Organizations

		Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).		

Section D. All Type III Supporting Organizations

		Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s), or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).		
3	By reason of the relationship described on line 2 above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.		

Section E. Type III Functionally Integrated Supporting Organizations

1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).		
a	<input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
b	<input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
c	<input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions).		
2	Activities Test. Answer lines 2a and 2b below.		
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.		
b	Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.		
3	Parent of Supported Organizations. Answer lines 3a and 3b below.		
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? If "Yes" or "No," provide details in Part VI.		
b	Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

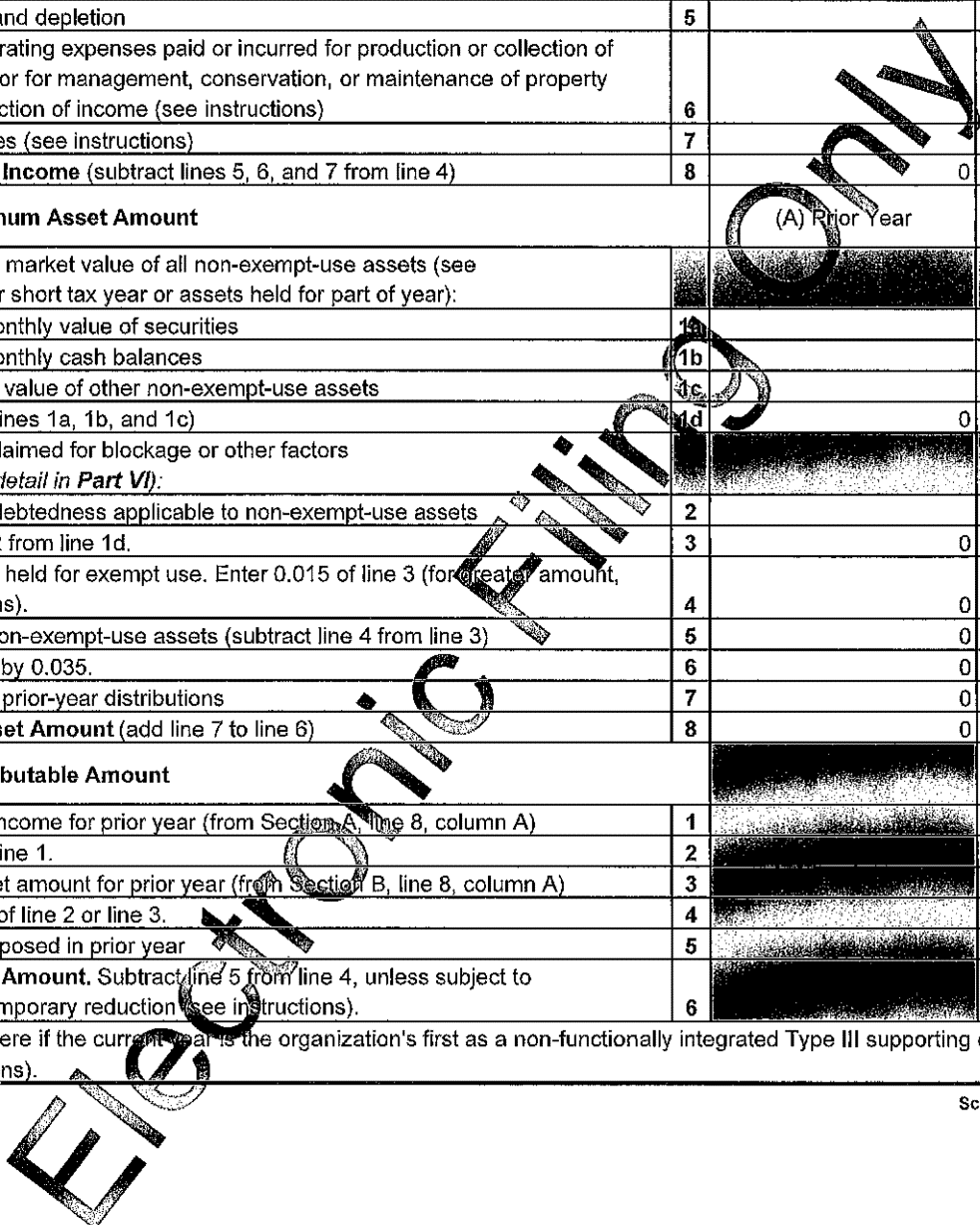
1 Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (explain in Part VI). See instructions. All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain		
2	Recoveries of prior-year distributions		
3	Other gross income (see instructions)		
4	Add lines 1 through 3.	0	0
5	Depreciation and depletion		
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)		
7	Other expenses (see instructions)		
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	0	0

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities		
b	Average monthly cash balances		
c	Fair market value of other non-exempt-use assets		
d	Total (add lines 1a, 1b, and 1c)	0	0
e	Discount claimed for blockage or other factors (explain in detail in Part VI):		
2	Acquisition indebtedness applicable to non-exempt-use assets		
3	Subtract line 2 from line 1d.	0	0
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	0	0
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	0	0
6	Multiply line 5 by 0.035.	0	0
7	Recoveries of prior-year distributions	0	0
8	Minimum Asset Amount (add line 7 to line 6)	0	0

Section C - Distributable Amount		Current Year	
1	Adjusted net income for prior year (from Section A, line 8, column A)		0
2	Enter 0.85 of line 1.		0
3	Minimum asset amount for prior year (from Section B, line 8, column A)		0
4	Enter greater of line 2 or line 3.		0
5	Income tax imposed in prior year		
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).		0

7 Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).



Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required—provide details in Part VI)	5
6	Other distributions (describe in Part VI). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	0
8	Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	8
9	Distributable amount for 2024 from Section C, line 6	9 0
10	Line 8 amount divided by line 9 amount	10 0.000

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2024	Distributable Amount for 2024
1	Distributable amount for 2024 from Section C, line 6		0
2	Underdistributions, if any, for years prior to 2024 (reasonable cause required—explain in Part VI). See instructions.		
3	Excess distributions carryover, if any, to 2024		
a	From 2019 0		
b	From 2020 0		
c	From 2021 0		
d	From 2022 0		
e	From 2023		
f	Total of lines 3a through 3e	0	
g	Applied to underdistributions of prior years	0	
h	Applied to 2024 distributable amount		0
i	Carryover from 2019 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.	0	
4	Distributions for 2024 from Section D, line 7: \$ 0		
a	Applied to underdistributions of prior years	0	
b	Applied to 2024 distributable amount		0
c	Remainder. Subtract lines 4a and 4b from line 4.	0	
5	Remaining underdistributions for years prior to 2024, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.		0
6	Remaining underdistributions for 2024. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.		0
7	Excess distributions carryover to 2025. Add lines 3j and 4c.	0	
8	Breakdown of line 7:		
a	Excess from 2020 0		
b	Excess from 2021 0		
c	Excess from 2022 0		
d	Excess from 2023 0		
e	Excess from 2024 0		

Part VI **Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

Part II Section B Line 10 Other Income 2024: Timber and Miscellaneous \$2,330.

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SCHEDULE D (Form 990)

(Rev. December 2024)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

Name of the organization

Employer identification number

AMMONOOSUC CONSERVATION TRUST

02-6121209

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include: 1 Total number at end of year, 2 Aggregate value of contributions to (during year), 3 Aggregate value of grants from (during year), 4 Aggregate value at end of year, 5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?, 6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?

Part II Conservation Easements

Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

Table with 2 columns: Held at the End of the Tax Year. Rows include: 1 Purpose(s) of conservation easements held by the organization (check all that apply), 2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year, 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year, 4 Number of states where property subject to conservation easement is located, 5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?, 6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year, 7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year, 8 Does each conservation easement reported on line 2d above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?, 9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

Table with 2 columns: Revenue included on Form 990, Part VIII, line 1; Assets included in Form 990, Part X. Rows include: 1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items, 1b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items, 2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

- 3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply).
- a Public exhibition
 - b Scholarly research
 - c Preservation for future generations
 - d Loan or exchange program
 - e Other
- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a Is the organization an agent, trustee, custodian, or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b If "Yes," explain the arrangement in Part XIII and complete the following table.
- | | Amount |
|---------------------------------|--------|
| c Beginning balance | 0 |
| d Additions during the year | |
| e Distributions during the year | |
| f Ending balance | 0 |
- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII.

Part V Endowment Funds

Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	0	0	0	0	0
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance	0	0	0	0	0

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment _____ %
 - b Permanent endowment _____ %
 - c Term endowment _____ %
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|-----------------------------|-----|----|
| (i) Unrelated organizations | | |
| (ii) Related organizations | | |
- b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?
- 4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land	0	3,712,645		3,712,645
b Buildings	0	0	0	0
c Leasehold improvements	0	0	0	0
d Equipment	0	19,146	13,193	5,953
e Other	0	0	0	0
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B).)				3,718,598

Part VII Investments—Other Securities

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

Table with 3 columns: (a) Description of security or category, (b) Book value, (c) Method of valuation. Rows include (1) Financial derivatives, (2) Closely held equity interests, (3) Other (A-H), and Total.

Part VIII Investments—Program Related

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

Table with 3 columns: (a) Description of investment, (b) Book value, (c) Method of valuation. Rows (1) through (9) and Total.

Part IX Other Assets

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

Table with 2 columns: (a) Description, (b) Book value. Rows (1) through (9) and Total.

Part X Other Liabilities

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

Table with 2 columns: (a) Description of liability, (b) Book value. Rows 1. (1) Federal income taxes, (2) Operating lease liability, (3) through (9), and Total.

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII.

Input box containing an 'X' mark.

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

Table with 5 main rows and sub-rows (a-e) for adjustments. Columns include line numbers and totals. Total revenue reported as 0.

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

Table with 5 main rows and sub-rows (a-e) for adjustments. Columns include line numbers and totals. Total expenses reported as 0.

Part XIII Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

Part II Line 9 In conformity with the practice followed by many land trusts, conservation easements purchased or donated are recorded as assets at the nominal value of \$1 on the Statement of Financial Position. All easements acquired by purchase are recorded as conservation activities expenses in the statement of activities and changes in net assets. In addition, costs incurred in obtaining the easements are recorded as current period expenses.

Part X Line 2 The Organization has been notified by the Internal Revenue Service that it is exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code. The Organization is further classified as an organization that is not a private foundation under Section 509(a)(3) of the Code. The most significant tax positions of the Organization are its assertion that it is exempt from income taxes and its determination of whether any amounts are subject to unrelated business tax (UBIT). The Organization follows the guidance of Accounting Standards Codification (ASC) 740, Accounting for Income Taxes, related to uncertain income taxes, which prescribes a threshold of more likely than not for recognition and recognition of tax positions taken or expected to be taken in a tax return. All significant tax positions have been considered by management. It has been determined that it is more likely than not that all tax positions would be sustained upon examination by taxing authorities. Accordingly, no provision for income taxes has been recorded.

Part XIII Supplemental Information *(continued)*

Electronic Filing Only

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2024

**Open to Public
Inspection**

Complete if the organizations answered "Yes" on Form 990, Part IV, line 29 or 30.
Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury
Internal Revenue Service

Name of the organization

Employer identification number

AMMONOOSUC CONSERVATION TRUST

02-6121209

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded				
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other	X	1		1 Book Value
15 Real estate—Residential				
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archaeological artifacts				
25 Other (.)				
26 Other (.)				
27 Other (.)				
28 Other (.)				

Electronic Filing Only

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part V, Donee Acknowledgement **29** 0

	Yes	No
30a During the year did the organization receive by contribution any property reported on Part I, lines 1 through 28, that it must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?		X
b If "Yes," describe the arrangement in Part II.		
31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?		X
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?		X
b If "Yes," describe in Part II.		
33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.		

Part II **Supplemental Information.** Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

Electronic Filing Only

**SCHEDULE O
(Form 990)**

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

Attach to Form 990 or Form 990-EZ.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization

Employer identification number

AMMONOOSUC CONSERVATION TRUST

02-6121209

Form 990, Part VI, Section B, Line 11b: The Finance Committee reviews the return and presents
it to the Board of Directors

Form 990, Part VI, Section B, Line 12c: When a land project is considered for acceptance,
there is always a review to identify any potential conflicts. If any are identified then a
full disclosure is filed and appropriate recusal is made.

Form 990, Part VI, Section B, Line 15a: The Board of Directors used Guidstar as a resource to
gather compensation statistical information for the Executive Directors of Nonprofit
organizations of our scale to determine reasonable compensation for the position.

Form 990, Part VI, Section C, Line 19: Documents are available upon request.

Electronic Filing Only

Sheelagh Higginson

Ammonoosuc Conservation Trust • PO Box 191 • Franconia • NH 03580
Work phone: 603.823.7777 | Work email: office@act-nh.org



Summary

- Dedicated and skilled office professional with a versatile administrative skill set developed through experience in a wide variety of business settings in the U.S. and U.K.
- Ability to work independently and make informed decisions
- Strong interpersonal and communication skills
- Graphic & website design. Social Media management
- Problem solving and prevention
- Computer skills in MS Office Suite (Mac & PC)

Key Skills

- Office management
- Organization and logistics
- Meeting and event planning and promotion
- Communications
- Marketing
- Budget and expense management
- Records and database management
- Minute taking
- Proof reading / editing
- Graphic design
- Website design & maintenance
- Social media platforms
- e-Newsletters (Constant Contact)
- Photography

Experience

• Ammonoosuc Conservation Trust • Franconia • NH

Position: Operations & Compliance Manager • August 2019 - current

Provide administrative, financial, human resources, and program support for ACT. Responsible for bookkeeping, financial reporting, payroll and benefits management and overseeing the administrative program needs of the organization.

• Karmê Chöling Meditation Center • Barnet • VT

Position: Development Coordinator

• December 2016 - November 2019

• Garnet Hill Inc • Franconia & Exeter • NH

Position: Photo Shoot Producer

• January 2015 - December 2016

• Anna Ivey Consulting • Boston • MA

Position: Remote Editor

• September 2014 - January 2015 (short-term freelance project)

• White Mountain Footwear • Lisbon • NH

Position: e-Commerce Specialist

• October 2013 - September 2014

• Garnet Hill Inc • Franconia • NH

Positions: Freelance Production Assistant / Producer (3 Years) & Photo Studio Coordinator (3 Years)

• April 2007 - October 2013

Previous work history available by request.

Education

• Windsor & Maidenhead College • Windsor • England
Business Admin Degree

• Graduated June 1981

RESUME - CONOR McCOURT

Franconia, NH 03580

email: cmccourt@act-nh.org | phone: (603) 823-7777

Education

University of Vermont (2019-2023)

B.S. Forestry

Parks, Recreation & Tourism Minor

Clubs: UVM Ski and Snowboard Club, UVM Forestry Club (SAF), UVM Timbersports Team

Bacon Academy High School (2015-2019)

GPA: 3.89

Qualifications:

- Valid driver's license
- Game of Logging 1 & 2
- Wilderness First Responder & CPR
- GPS/GIS/Avenza/GAIA experience
- Proficient in Microsoft Office

Work Experience

Ammonoosuc Conservation Trust (June 2023-Current) Full-time (40hr/week)

Franconia, NH

Stewardship & Trails Manager

VT State Trails Crew (May 2022-Aug-2022) Seasonal (40hr/week)

VT Forests, Parks, and Recreation, Groton Maintenance Shop, Groton, VT

Trail Crew Member/Sawyer

Myer's Bagels (Sept 2021-May 2023) Part-time (20hr/week)

Burlington, VT

Café Team Member/Sandwich Artist

Supercharged Indoor Karting and Trampolines (May 2018-Jan 2020) Part-time (20hr/week)

Montville, CT

Track Marshal



— **A C T** —
**AMMONOOSUC
CONSERVATION
T R U S T**

Jesse Mohr, CWB, CF, NHLPF
Conservation Ecologist and Land Manager
Ammonoosuc Conservation Trust
Office: 461 Main St, Unit 203, Fl 2 Franconia, NH 03580
Mail: PO Box 191 Franconia, NH 03580
Phone: (603) 823-7777
Web: act-nh.org

Education

Master of Science in Natural Resources	2006
The University of Vermont	Burlington, VT
Bachelor of Science	2001
The Evergreen State College	Olympia, WA

Professional Experience

Conservation Ecologist and Land Manager <i>Ammonoosuc Conservation Trust</i>	<i>2020-present</i> <i>Franconia, NH</i>
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As the Trust's conservation ecologist, Jesse conducts conservation value and ecological assessments for potential conservation projects, evaluating property- and landscape-scale wildlife, forestry, agricultural, surface water, and recreational resources. He helps prioritize lands for conservation and define easement special treatment areas. Jesse is also responsible for overseeing the day-to-day and long-term management of the Trust's working forests, wildlife areas, and nature preserves.

Consulting Ecologist and Owner <i>Native Geographic Consulting, LLC</i>	<i>2004-present</i> <i>Fairlee, VT</i>
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Ecological consulting firm providing comprehensive services in natural resources, forestry, wildlife, and conservation sciences. Experience includes forest, natural community, and wildlife habitat inventories and assessments across New Hampshire, Vermont, and New York to support conservation, land-use planning, and land-management efforts for land trusts, municipalities, federal and state agencies, and private landowners. The firm regularly prepares conservation value assessments, baseline documentation reports, strategic conservation plans, and easement violation assessments; conducts natural community assessments for green-certified working forests; performs landscape connectivity and wildlife road-crossing studies; provides geospatial analysis and mapping services; delivers expert testimony on wildlife habitat and natural area impacts for Public Utility Board proceedings, environmental court cases, and local development review boards; and manages thousands of acres of working and family forests and wildlife areas.

Executive Director and Director of Stewardship Operations <i>Upper Valley Stewardship Center</i>	<i>2008-2015</i> <i>Haverhill, NH</i>
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Oversaw day-to-day and long-term management of a 2,200-acre green-certified working forest, farm, and wildlife preserve complex, along with the maintenance and development of an 18-mile public trail system. Work included inventorying and assessing natural resources and preparing management plans properties.

University of Vermont Adjunct Faculty <i>University of Vermont</i>	<i>2006-2008</i> <i>Burlington, VT</i>
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Taught/co-taught undergraduate and graduate classes in natural resource inventory, assessment, and mapping. Primary instructor for NR 25: Natural Resource Mapping and Measurement in 2006 and 2007, introducing students to both traditional and contemporary techniques in natural resource mapping and measurement. Co-instructor for NR 385: Place-based Landscape Analysis in spring 2007 and 2008, guiding graduate students through advanced ecological and cultural landscape assessment and mapping.

Restoration Coordinator
The Evergreen State College

2001-2004
Olympia, WA

Coordinated management and restoration of the college's forestlands, coastal habitats, and trail system.

Certifications and Professional Trainings

Certifications: Certified Wildlife Biologist with The Wildlife Society (2010-present), Certified Forester with the Society of American Foresters (2013-present), Licensed Professional Forester New Hampshire Vermont (2013-present), NRCS Technical Service Provider, Forest Professional with the Forest Guild (2010-present).

Trainings: Advanced Bat Survey Techniques (Bat Conservation and Management); Bat Roost Tree Surveys (VTDFW) Advanced Taxonomy and Ecology of Wetland and Upland Grasses, Sedges, and Rushes (Eagle Hill); Wetland Delineation (Wetland Institute); Northeast Silvicultural Institute (UNH-UVH-NHDF&L)

Qualifications

Over 20 years of experience supporting and working on land conservation projects, including evaluating and scoping potential acquisitions, preparing baseline documentation reports, assessing potential easement violations, developing strategic conservation plans, monitoring conservation easements, providing input on easement language, evaluating potential funding sources, and preparing grant applications.

Over 20 years of experience conducting natural resource inventories and assessments, including forest, wildlife, wetland and surface water, natural community, recreation, connectivity, and timber resource evaluations on projects ranging from small (<100-acre) parcels to multi-town landscapes.

Over 15 years of experience in New Hampshire working with land trusts, private landowners, municipalities, state and federal agencies, and private and public conservation funders.

Rosalind C Page

Executive Director

Lisbon, NH

Phone: 603-823-7777 (office)

Email: rpage@act-nh.org

Education

Bachelor of Science. Geography and Geology, University of London, London. UK. 1978

Experience

1980-1993, Juliano Assoc, Wallingford CT

Land Survey Crew Chief performed office and field duties including Instrument person, rod person, and Crew Chief duties on small to large private sector projects. Assisted Land Surveyor with boundary determination. Interacted with construction site supervisors along with civil engineers to ensure proper field layout of proposed improvements.

1993 to 2022. Winterbourne Land Services, Wallingford, CT:

Owner and Principal Land Surveyor. Project Management, Land Title Search, Field reconnaissance, Field survey work, Boundary calculations, Project estimating, Contracts, Compliance, Payroll management, Accounts payable/receivable, and new employee training.

2020-2022. Ammonoosuc Conservation Trust, Franconia. NH

Interim Executive Director

Responsible for oversight and overall management, planning, leadership, vision, and development of the 501-(c)(3) non-profit corporation. Served as the primary public interface of the organization for the purpose of creating positive community interactions that enable and support all fundraising critical to the organization's long term sustainability. Prioritized and organized all projects working with staff, volunteer, and financial resources to most efficiently and effectively achieve strategic goals. Oversaw all the routine immediate and operational issues, as well as longer-term, strategic issues. Worked with the Board of Trustees to develop and maintain positive working relationships with the board, landowners, strategic partners, community decision makers, and funders. Worked with staff to ensure compliance with accreditation standards and represent the organization in the larger land trust community.

2022-2024. Ammonoosuc Conservation Trust, Franconia. NH

Conservation Project Manager

Worked with landowners, foresters, surveyors, ecologists and colleagues compiling all due diligence materials needed for projects. Worked with landowners through the project, answering questions and trouble shooting. Assisted with project funding applications, worked to build relationships with potential funders (for instance, local conservation commissions.) Coordinated with local partners, governments and stakeholders. Compiled and organized all project materials Tracked project goals for all stakeholders

2024-present. Ammonoosuc Conservation Trust, Franconia. NH

Executive Director (see previous description of Executive Director responsibilities)

Community Participation

- Conn Association of Land Surveyors member (retired)
- Southern Conn Surveyors Proprietors Council member (retired)
- Conn Dept Consumer Protection Commissioner's representative on Committee to review State regulations for Standards and Procedures for Surveyors, 2010
- Planning Board Chair, Town of Lisbon (retired)
- Conservation Commission member. Town of Lisbon (retired)
- Building & Grounds Committee, Colonial Theater, Bethlehem

Skills

Project management
Organization

Data analysis
Problem-solving

Communication
Management

Resume

Richard Walling

Bath, NH

Email rwalling@act-nh.org

Business Phone 603-323-7777

EDUCATION

- Bachelor of Arts, Anthropology, Memphis State University, Memphis, Tennessee
- Master of Arts, Anthropology, Memphis State University, Memphis, Tennessee

EMPLOYMENT SUMMARY

- 1971-2004, Thirty-three-year career in Cultural Resources Management in university, state, and private sectors.
- 2004-2016, Sole proprietor Custom Cabinetry and Carpentry business
- 2016-2018, Conservation Associate Ammonoosuc Conservation Trust
- 2018-Present, Conservation Projects Manager Ammonoosuc Conservation Trust

SPECIFIC PERTINENT SKILLS

- initiate and self-manage work assignments and establish work plans and priorities
- interact with private sector, government agencies, and landowners
- maintain effective working relationships and provide courteous service to the public
- develop and work within scopes of work, proposals, and budgets
- project development and management
- manage multiple projects and details simultaneously in order to meet deadlines
- assemble information and prepare written reports
- work with and direct volunteers
- plan, design, and implement cultural heritage exhibits, both static and living
- considerable knowledge of word processing and database use and concepts
- organize regional conferences
- presentation of papers to both professional and amateur audiences
- publish papers in professional journals and other publications
- use of surveying equipment (non-electronic)
- tractor and backhoe operation
- photography
- cartography/drafting (not computer)
- carpentry

COMMUNITY ORGANIZATIONS AND ACTIVITIES

- Grafton County Conservation District, Chair
- Bath Town Moderator
- Bath School Meeting Moderator
- Town of Bath Budget Committee
- Town of Bath Planning Board, Vice-Chair (retired, 9 yrs)
- Town of Bath Master Plan Revision Committee (disbanded, update completed)
- Town of Bath Hazard Mitigation Planning Committee (disbanded, plan completed)
- Town of Bath Hazard Mitigation Planning Update Committee (disbanded, plan completed)
- Town of Bath Covered Bridge Replacement Study Committee (disbanded, plan completed)
- Town of Bath Natural Resources Inventory Committee (disbanded, report completed)
- Bath Historical Society: Trustee, President (retired); Bath Old Home Days Committee/participant
- Connecticut River Joint Commissions, Riverbend Subcommittee: past Chair, Bath representative
- Connecticut River Joint Commissions, Riverbend Subcommittee Management Plan subcommittee (disbanded, plan completed)
- Connecticut River Valley Resource Commission, Chair- two terms (retired)
- Connecticut River Joint Commissions, President-two terms (retired)
- Ammonoosuc River Local Advisory Committee: Past Vice-Chair, past Chair, Bath representative (founding member; Upper Ammonoosuc nomination subcommittee, RMPP nomination accepted; corridor management plan subcommittee (disbanded plan completed)
- Participant in NH Volunteer River Assessment Program (water quality testing of Ammonoosuc River-retired)
- Ammonoosuc River Corridor Study Group: Bath representative (founding member; group disbanded)
- Wells River VT Watershed Council (founding member; disbanded, management plan completed)
- Woodsville-Wells River Fourth of July Committee: Community Field Coordinator (retired, 14 yrs)
- Ammonoosuc Conservation Trust, Board of Directors, Land Committee (resigned)
- Keep Growing Initiative (including SET workshops, disbanded)