

Fostering Implementation Strategies in Three Vermont Staying Connected Linkages

Jessie B. Cox Trust Proposal Form

Vermont Natural Resources Council

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Application Form

Report Fields

Project Name*

Name of Project

Fostering Implementation Strategies in Three Vermont Staying Connected Linkages

JESSIE B. COX TRUST PROPOSAL FORM

Part 1. Organizational Summary Information

Fiscal Sponsor

Vermont Natural Resources Council (VNRC) on behalf of the Staying Connected partnership (more than 20 NGOs and agencies in the northeastern US and Canada).

Year Established

1963

Fiscal Year

2013

Organization Budget

\$958,600.00

Number of Board Members

12

Number of Full Time Staff

9

Number of Part Time Staff

2

Number of Volunteers

27

Organizational Mission Statement

VNRC works to protect, restore and enhance Vermont's unique sense of place – defined by thriving, human-scale communities, a healthy natural environment, and a productive working landscape – through a combination of research, education, collaboration and advocacy.

Description of Organization

Founded in 1963 by farmers and foresters, VNRC is an unwavering champion of Vermont's environment. Through partnerships with other NGO's, individuals and businesses, we have been instrumental in enacting many of the landmark laws that have forged Vermont's national reputation as an environmental leader.

Beyond state policy, VNRC provides technical assistance to communities on a variety of planning and development issues; have helped form over 100 local energy committees; and have educated and empowered thousands of Vermonters on issues in their communities.

VNRC receives support from over 7,000 members and activists who voice their opinions to local and state decision makers, and get involved in the projects in which we engage.

Population Served

The core population served are the 63,000 residents of 53 Vermont towns in the three priority areas. The 486,000 Vermont residents and visitors who engage in wildlife watching and the 73,000 who hunt (U.S. Fish and Wildlife Service, 2006 Survey) will likely also benefit over time.

Request Amount

Program Budget

\$150,000.00

Request Amount

\$50,000.00

Percentage of Total Budget Project Represented by the Request amount

33

Grant Period

Calendar year 2013

Geographic Area Served

This proposal focuses on 3 key linkage areas – the Adirondacks to Green Mountains, the Northern Green Mountains, and the Worcester Range to Northeast Kingdom – as part of a broader initiative encompassing the Northern Appalachian ecoregion from the Tug Hill Plateau to the Gaspé Peninsula.

Most Recent Grants From This Funder

2010 – The Nature Conservancy/Vermont Chapter, \$50,000 over two years

PART 2. FULL PROPOSAL NARRATIVE

Organizational Background

1. Organizational History

The Northern Appalachians region of the northeastern U.S. and southeastern Canada is one of the most intact temperate broadleaf forests in the world. Yet recent scientific assessments by The Nature Conservancy and Two Countries, One Forest (2C1Forest), a bi-national collaborative of conservation organizations and researchers, reveal that this ecoregion is increasingly at risk of being fragmented by development and roads into a series of disconnected ecological islands. This fragmentation risks isolating wildlife populations and limiting their ability to move across the landscape to meet their needs, ensure adequate genetic exchange, and adapt to a changing climate. The 2C1F assessments identified a handful of high priority habitat linkages within the Northern Appalachians – areas that are critical for maintaining the ability of wide ranging mammals to move between large habitat blocks and across the ecoregion. Maintaining, protecting, and enhancing connecting habitat in these linkages has emerged as a top conservation priority for the region in recent years.

To respond to this conservation challenge, the Staying Connected in the Northern Appalachians Initiative (SCI) was formed in 2009 to safeguard habitat and connectivity for the benefit of wildlife such as bear, moose, lynx, marten and bobcat. SCI is an innovative partnership that includes more than a dozen non-profit organizations in the US and Canada and eight state agencies from VT, NH, ME, and NY.

The initiative is currently focused on seven priority habitat linkages where landscape connections for wildlife movement are at risk:

1. Tug Hill Plateau to Adirondack Mountains (NY)
2. Adirondack Mountains to Green Mountains (NY-VT)
3. Taconic Mountains to Southern Green Mountains (NY-VT)
4. Northern Green Mountains (VT-QC)
5. Worcester Range to Northeast Kingdom (VT)
6. Northeast Kingdom to Northern NH to Western Maine Mountains (VT-NH-ME)
7. Maine's North Woods to Quebec's Gaspé Peninsula ("3 Borders" region of ME-NB-QC)

Initial core funding for SCI launched conservation efforts in the linkages, with specific actions and objectives tailored to meet the needs and circumstances of each area. A set of complementary cross-cutting projects has also helped to inform SCI's linkage-specific work.

In early 2011, the Jessie B. Cox Trust provided a grant to support on-the-ground linkage coordinators and technical assistance by VNRC in three areas. That grant leveraged funds from other sources and allowed the coordinators to extend their time in the field, cementing gains from earlier in the project.

In 2012, SCI hosted a retreat of partners and selected individuals to take stock of the first three years of work and exchange experiences in the linkages and cross-cutting projects. There was strong consensus that the SCI approach is delivering vital results, and is well positioned to continue moving the needle on connectivity conservation. There was a call to expand the approach to the Canadian portions of the existing linkages, and potentially address new areas entirely within Canada. We also hope to enhance collaboration across state borders in the US part of the region and along "thematic" lines such as land-use planning, monitoring, and transportation.

SCI partners are strongly committed to this project. We are now prioritizing our technical assistance work in the Adirondacks to Green Mountains, Northern Green Mountains, and Worcester Range to Northeast Kingdom linkages.

2. Organizational Goals and Objectives

The mission of SCI is to safeguard wide-ranging and forest dwelling wildlife in the Northern Appalachians from the impacts of habitat fragmentation and climate change by conserving, restoring, and sustaining connections across our landscapes and communities.

To support this mission, SCI has established the following objectives:

1. Conservation mapping and planning: Identify connectivity pathways that link large blocks of habitat, and the land parcels that should be protected within those pathways. Document wildlife presence and movement (functional connectivity) within each linkage area.
2. Land protection: Protect, via fee or easement, high priority parcels identified in conservation mapping exercises.
3. Land-use planning: Provide technical assistance to municipalities, regional planning commissions (RPCs), county governments and other local organizations to increase their understanding and implementation of regulatory and non-regulatory strategies for habitat connectivity.
4. Road-barrier mitigation: On key wildlife road crossing segments in linkages, assess and inventory existing culverts and bridges for wildlife passage potential and refine and expand our understanding of fine scale functional connectivity. Integrate connectivity findings into state transportation agency road corridor review, infrastructure improvement plans, and best management practices for road corridor management (e.g., fencing, signage, guard rail placement).
5. Cross-cutting technical assistance:
 - Transportation: Facilitate dialogue and exchange of ideas among SCI partners, the four state transportation agencies (NY, VT, NH and ME) and potentially provincial agencies (Québec and New Brunswick) to raise the profile of wildlife movement and habitat connectivity as an important issue in transportation planning, maintenance, and development.
 - Monitoring and Evaluation: Develop a framework for assessing functional connectivity, building on the work of the SCI Monitoring and Evaluation Group in the initiative's first phase.
 - Priority tools for land use planning: Distribute and promote materials describing regulatory and non-regulatory options for conserving landscape connections, reducing forest and habitat fragmentation and promoting large, intact forest or habitat blocks.

Organizational Structure

The SCI partnership brings together more than 20 NGO and governmental organizations in the US and Canada with a great breadth of experience in conservation science, community outreach, land use planning, transportation, and land protection to address the problems of habitat fragmentation and climate change on many levels – from town halls to state policymakers and beyond. SCI's approach is inherently collaborative: partners offer assistance and seek to engage and secure action from key players to meet the initiative's objectives.

During the initiative's first phase, and reflecting substantial centralized core funding, the SCI partnership developed an efficient and effective structure to manage the broad scope and diversity of this partnership. As the initiative moves into its second phase, with more decentralized funding, the organizational structure is changing.

Key components will include:

- A revamped steering committee with balanced representation across the full geographic, organizational, and thematic breadth of the initiative.
- An initiative coordinator who will foster communication, coordination, and effectiveness across the full scope of the SCI partnership in the US and Canada. This vision for the coordinator position responds directly to recommendations that emerged from the 2012 retreat.

- Formation of thematic groups around the topics of transportation and land-use planning. These groups will encompass the four US states and at least two Canadian provinces. The existing bi-national monitoring and evaluation group will continue, turning its focus increasingly to the issue of functional connectivity monitoring.
- Individual project teams comprised of relevant partners for each of SCI's priority linkages will continue during the initiative's second phase. These teams address linkage issue needs, opportunities, strategies, etc. Each team is led by a project manager, who is responsible for coordinating the team's efforts toward identified objectives.

Programs and Services

The SCI partnership has five core programs or services that tie to the initiative's overarching goals described above: conservation mapping and planning, land protection, land use planning, road barrier mitigation, and cross-cutting technical assistance. Thus far, the SCI partnership has not prioritized one service over the other as far as level of importance. Each plays a different role geared at different audiences, and may be more or less important in a given linkage area depending on local circumstances. With this in mind, SCI partners have carefully tailored the mix of the services offered linkage-by-linkage.

Conservation mapping and planning is aimed at synthesizing field data and modeling information to prioritize connectivity areas for a wide array of audiences, including state and federal natural resource and transportation agencies, regional planning commissions, local planning commissions and conservation commissions, non-governmental organizations and citizen groups.

Land protection is aimed at assisting private landowners conserve their land in perpetuity. SCI partners reach out to landowners of important parcels and provide technical and financial assistance to help them find appropriate ways to protect their land. Over the initiative's first 3 years, SCI partners have permanently conserved over 40,000 acres.

Land use planning is specifically tailored at serving local and regional planning commissions (RPCs). Direct technical assistance has occurred with numerous towns and RPCs. For example, the SCI partnership worked with the Northwest Regional Planning Commission to help the towns of Montgomery and Enosburgh in the Northern Green Mountain linkage to develop town plan and zoning improvements to promote connectivity and reduce forest fragmentation. In addition, a land use planning manual, funded in part with prior Jessie B. Cox funds, will be distributed later this year to all 53 towns in the three Vermont linkages prioritized in this proposal, along with many other towns statewide.

Road barrier mitigation is a strategy that is aimed at influencing state and local transportation decision makers to help increase the ability of wildlife to safely cross key roads. So far this strategy has resulted in outreach to two RPCs and three towns in the Northern Green Mountains alone. In addition, several SCI partners were involved in developing a Best Management Practices manual for the Vermont Agency of Transportation aimed at reducing the impacts of transportation infrastructure on wildlife movement.

Finally, cross cutting technical assistance is aimed at covering a large population base through dialogue and coordination among the four state transportation and wildlife agencies (NY, VT, NH and ME) and provincial agencies (Québec and New Brunswick) and the SCI partnership to raise the profile of habitat connectivity as an issue of importance. These strategies build on work at the state level to affect land-use, transportation and monitoring practices at a broader regional scale. This assistance also allows for transportation and agency personnel to communicate directly with one another on a range of topics.

Proposal Information

Project Description

Vermont acts as a connectivity crossroads, where long-distance east-west and north-south wildlife corridors connecting distant points converge. Five of SCI's seven key linkage areas where connectivity is at risk are wholly or partly in Vermont (see attached map).

The majority of lands in Vermont are privately owned and land use decisions are primarily made at the local level, thus landscape patterns that affect habitat are driven from the bottom-up by landowners and development review boards. This is further proven by a recent VNRC Report, which highlights that most subdivisions are only reviewed by local government bodies, rather than through state land use development laws. As a result, effective engagement at the local municipal level is essential for conservation success.

During the first phase of the initiative, SCI partners in Vermont concentrated community engagement and local technical assistance efforts in three priority linkage areas, largely on a town scale. Though this scale is important, the SCI partners realize that they can have a greater conservation impact if work is expanded to a regional or multi-town scale. The state of Vermont provides limited technical support to clusters of towns via Regional Planning Commissions (RPCs), and the RPCs play a role in transportation planning beyond what individual towns are prepared to take on. RPCs also develop regional plans that help to shape land use planning and development at both the regional and local level.

As part of phase two, partners will greatly expand outreach to RPCs on the strategies for improving transportation policies, land-use planning, and zoning to increase connectivity and reduce the impacts of roads on wildlife. Furthermore, SCI partners will train RPCs and local planning commissions on how to incorporate the results of SCI conservation mapping and science into regional planning.

This effort will be led by VNRC, which has provided assistance to several linkage towns on how to incorporate connectivity provisions into town plans and zoning bylaws. Wildlands Network will provide support for implementing best management practices to reduce the impacts of transportation networks on wildlife movement. Other SCI partners, including TNC, the Vermont Fish and Wildlife Department (VFWD), and the Vermont Agency of Transportation (VTrans), will also play important roles in outreach and strategy implementation.

SCI partners believe the priority for the next year is to conduct a very coordinated outreach and technical assistance program to get materials and strategies into the hands of decision makers at every governmental level of the linkage areas to boost the implementation of land use and transportation policies. This will be done by working directly with towns, but also through regional workshops and policy development with RPCs. A planner will be contracted to provide outreach to RPCs and planning commissions, coordinate workshops, and ensure distribution of SCI implementation materials through targeted outreach and web based presentation.

One of the hallmarks of SCI is its efforts to bridge boundaries across institutions and jurisdictions. The three linkages discussed in this proposal cross into New York, Québec and New Hampshire. Much of the information on the various connectivity conservation topics that we propose to organize and present in Vermont will be applicable in the other SCI linkages.

Description of Need

As explained above, the overriding approach of this proposal is to accelerate the implementation of priority strategies and best management practices for promoting connectivity through land-use and transportation planning. To date, the SCI's innovative and multi-faceted approach has promoted the following:

- Conservation maps with identified connectivity pathways within each of the three linkages, together with a list of parcels that are a high priority for conservation;
- A manual for municipal entities with regulatory and non-regulatory strategies for reducing habitat and forest fragmentation and maintaining connectivity (slated to be published in December);

- Detailed templates for town plan language, zoning bylaw standards and subdivision regulations aimed at promoting connectivity;
- A manual outlining best management practice to reduce the impacts of transportation infrastructure on wildlife movement for the Vermont Agency of Transportation.

There is a pressing need now to consolidate these achievements and get them communicated to as broad an audience as possible, particularly those that have the power to make long term decisions about land use and transportation infrastructure. Research conducted by the VTFW and VNRC highlights why this kind of outreach is necessary. In a report titled *Wildlife Considerations in Local Planning – An Evaluation of a Decade of Progress in Vermont*, a comprehensive review of 248 town plans, 219 municipal zoning regulations, 204 zoning bylaws, and 137 subdivision regulations was conducted.

The report demonstrates that towns overwhelmingly recognize the public benefits of wildlife habitat. The report, however, outlines that there is a noticeable disconnect between what wildlife values Vermonters say they want to conserve and the actual implementation of those goals in enforceable zoning and subdivision regulations. For example, only 2% of towns in Vermont have specific policies in their regulations defining significant wildlife habitat. This kind of track record is especially troubling in light of a Vermont Supreme Court case which instructs that towns must be very specific with natural resource and wildlife habitat conservation and protection policies if they are to be enforceable.

Since Vermont relies heavily on local government for land use planning, the implementation work outlined in this proposal is vitally necessary. For instance, according to an in-depth review of subdivision activity in case study towns conducted by VNRC, just five of 380 subdivision proposals were subject to Act 250 – or statewide review– over a six-year period. This means local land use and transportation policies are where we are going to make a difference in key linkage areas.

The SCI partnership is a one-of-a-kind collaboration effort. There is no equivalent effort in the region focused on bringing state and federal transportation and wildlife agencies, non-governmental entities and planners together to tackle the issues presented in this proposal. In Vermont, RPCs have planners on hand, but they do not have in-house expertise to address connectivity and wildlife habitat conservation. This is why the coordinated approach outlined in the proposal is so necessary.

Specific Activities

The specific activities are organized around three objectives, as follows.

Objective 1: Consolidate and communicate key information on connectivity conservation themes, including land use planning, transportation best management practices, and conservation science to 53 towns and regional entities within the three priority Vermont linkages.

Activities:

- During the first quarter of the project, organize SCI products (e.g., conservation science and mapping summaries, land use planning manual, summary of best management practices to reduce the impacts of transportation on wildlife) into an effective outreach package that can be readily transferred to and absorbed by RPCs, town planners, agency personnel and other SCI partners.
- Present implementation strategies and outreach materials to RPCs, town planners and other stakeholders at a minimum of 3 regional workshops, each tailored to a specific linkage in Vermont, during the second and third quarters of 2013.
- Hire a part time planner and outreach coordinator to provide direct communication over the duration of the project with each town in the 3 linkages providing information on SCI and the implementation strategies.
- Add and adapt new outreach materials to enhanced SCI website.

Objective 2: Increase the capacity and commitment of towns and regional entities to protect and enhance wildlife habitat and landscape connectivity.

Activities

- Continue direct technical assistance throughout the project in a minimum of three to four priority communities to improve town plan and zoning bylaw or subdivision regulation language.
- Provide approximately 150 hours of technical assistance by professional planners and attorneys to develop model zoning and land use planning approaches during the entire project.
- Showcase completed zoning strategies as templates for replication elsewhere in the linkages on SCI and VNRC webpages.
- Work with RPCs to develop a Priority Action Plan to address connectivity in regional plans. This will be accomplished through additional regional workshops and direct technical assistance to RPCs in the first two quarters of the project. VNRC will leverage an existing grant from the Northeastern States Research Cooperative to build in connectivity principles to the Action Plan, which is also focused on developing strategies to reduce forest fragmentation.

Objective 3: Sustain and strengthen overall initiative coordination in Vermont and across four northeastern states and two Canadian provinces.

Activities

- Identify and engage an SCI coordinator in the first quarter of the project to take on many of the responsibilities of the current overall SCI project manager.
- Reformulate the overall SCI Steering Committee in the first quarter of the project to provide more balanced representation from across the geographic, organizational, and thematic breadth of the partnership.
- Convene the overall SCI Steering Committee at least quarterly.
- Advance efforts in the first quarter of the project to clarify roles and responsibilities among SCI partners for phase 2.
- Foster continued effective coordination among Vermont SCI partners, including convening the VT Steering Committee at least quarterly.
- Create/maintain Northern Appalachians-wide working groups around the following key themes/strategies: 1) land-use planning; 2) transportation; 3) monitoring and evaluation; 4) funding.
- Convene the working groups at least quarterly.

Goals and Objectives

Objective 1: Consolidate and communicate key information on land use planning, transportation and wildlife, and conservation science to all towns and regional entities within the three priority Vermont linkages.

Expected Outcomes:

- Materials on land-use planning strategies, transportation best management practices, and conservation science and mapping are packaged into outreach package (printed and electronic versions), which is completed and distributed to local and regional planning commissions and other entities, and posted to SCI website by March 2013.
- Three regional, linkage-focused workshops completed by June 2013 to review outreach and implementation strategies. We anticipate vigorous participation from planning commissions throughout the linkages.
- Planner is hired to facilitate outreach and workshop coordination. Planner conducts follow up with 53 towns to ensure they understand how to use the outreach package and implementation strategies, and the assistance that is available from SCI partners.

Objective 2: Increase the capacity and commitment of towns and regional entities to protect and enhance wildlife habitat and landscape connectivity

Expected Outcomes:

- One hundred and fifty hours of direct technical assistance on zoning and land use planning is completed in a minimum of three towns in the three linkage areas by December 2013.

- Concrete model zoning and land use planning approaches and finalized and implemented (to the greatest degree possible) in a minimum of three towns in the linkage areas. These approaches are used to promote what can be done in additional towns in the linkage areas and beyond.
- Four additional regional workshops are conducted with RPCs by July 2013 to develop Priority Action Plan for reducing forest fragmentation and promoting connectivity. Planner provides additional follow up with RPCs to ensure Action Plan implementation.

Objective 3: Sustain and strengthen overall initiative coordination in Vermont and across four northeastern states and two Canadian provinces.

Expected Outcomes:

- SCI coordinator engaged in 1st quarter of 2013.
- SCI strategic and program planning completed by 1st quarter of 2013.
- Reformulated SCI Steering Committee convened in 1st quarter of 2013, with meetings at least quarterly thereafter.
- Roles and responsibilities among SCI partners for phase 2 clarified by end of 2nd quarter of 2013. Thematic groups convened on the topics of land use planning, transportation, monitoring and funding, and meeting at least quarterly, starting in 1st quarter of 2013.
- Vermont Steering Committee meets quarterly through 2013, helping to ensure effective coordination among partners and efficient implementation of priority activities.
- Enhanced SCI website in place by January 2013, and updated on a weekly basis thereafter.
- Broader distribution and use of information and tools developed by SCI Vermont partners to key audiences across the Northern Appalachians – e.g., Vermont Transportation Best Management Practices for wildlife, Vermont land use planning manual, conservation science tools/materials.

Key Collaborators

Our partnership is comprised of the Vermont Natural Resources Council (VNRC), Wildlands Network, the Vermont Chapter of The Nature Conservancy (TNC/VT), Vermont Fish and Wildlife Department (VFWD), and the Vermont Agency of Transportation (VTrans).

VNRC will provide overall management for this project. It will also provide, along with VFWD, technical assistance to local and regional planning commissions, conservation commissions, and other local groups in regulatory and non-regulatory approaches to conservation and land use planning. VNRC will also oversee the hiring of a planner to help with outreach and workshop coordination,

Wildlands Network, in collaboration with TNC/VT will coordinate the Staying Connected Initiative. The Wildlands Network will also provide support for implementing best management practices to reduce the impacts of transportation networks on wildlife movement. Wildlands Network also leads the Northern Green Mountains linkage team.

TNC/VT leads the Adirondacks-Greens linkage team and the Vermont Steering Committee. Even though it will gradually pass primary coordination responsibility for SCI to Wildlands Network, it will maintain a significant role in the SCI partnership, including participation in the thematic working groups.

The VFWD, in collaboration with VNRC, provides technical assistance to towns and community groups in wildlife science and conservation,

VTrans, along with VNRC and VFWD, is involved in outreach and strategy implementation of best management practices to reduce the impacts of transportation networks on wildlife movement. Local road crews will also be involved in efforts to make roads more wildlife-friendly.

Monitoring and Evaluation Plan

The SCI partnership has already developed a solid monitoring and evaluation process. The current structure relies on regular Steering Committee meetings, annual retreats, frequent phone calls at various levels

of partnership organization, and feedback from funders and key stakeholders. We propose the following monitoring and evaluation steps for the duration of the 2013 project:

- Tracking progress through SCI Steering Committees

The Vermont Steering Committee will meet quarterly to track progress in meeting the outcomes defined under Objectives 1 and 2, above. In addition, the SCI Steering Committee will meet at least quarterly and will track progress of the outcomes under Objective 3.

- Program Monitoring Framework for SCI

During the first quarter of the project, SCI will convene a planning workshop of between 15 and 20 core SCI partners, including representatives from Canada and transportation and wildlife agencies, to establish the strategies that SCI will pursue during its second phase of work. The workshop will use an approach adapted from the organization Foundations of Success, and which is implemented widely within The Nature Conservancy. The workshop will be facilitated by a skilled outside “coach” and will yield:

- o Situation analysis for Staying Connected;
- o Theory of change, including results chains;
- o New strategy consideration;
- o Ultimate outcomes;
- o Revised set of strategies for Staying Connected;
- o Progress, sustainability and effectiveness measures for the revised set of strategies.

The rigorous measures that result from this planning process will then form the core of a robust SCI program monitoring framework, which will in turn be used for reporting on this project, and many other projects.

- Evaluations and surveys built into each regional workshop.

SCI partners will develop specific evaluations and exit surveys to compile feedback on the effectiveness of the technical assistance regional workshops and the Action Plan workshops. The surveys will be used to improve each workshop. The surveys will also be used to refine technical assistance strategies and overall project priorities.

- Canvassing of towns, RPCs in linkages after one year to determine penetration of materials.

SCI partners will follow up with each town in the three linkages to ensure that they understand how to utilize the outreach package of implementation strategies. SCI partners will also survey each town in 2014 as a follow up to measure the degree to which strategies were implemented. This will help to inform SCI partners on the success of the project.

Additional Information

EnduringPlaceFinal2.pdf

PART 3. REQUIRED DOCUMENTS

A. Project and Organizational Budget Summary

VNRC_CPF_Budget_Template 8.31.12final.xls

B. Budget Narrative

INCOME SOURCES:

SCI partners are requesting \$50,000 from the Jessie B. Cox Trust.

We have been notified that we will be receiving funding up to \$25,000 from the Vermont Fish and Wildlife Department. We will continue to pursue additional grant funding for our efforts. Last year, VNRC was awarded a grant from the Northeastern States Research Cooperative (NSRC), which receives funding from the U.S.

Forest Service. A portion of this grant (\$20,190--in the budget under government funding) will support VNRC's work to develop an action plan with Regional Planning Commission's (RPC's) to develop planning and zoning strategies to reduce forest fragmentation and promote habitat connectivity.

Because of our commitment to the project, if we are unable at this time to raise more foundation or government support, SCI partners have committed unrestricted funds to meet the overall project budget -- TNC/VT \$15,000, VNRC \$8,810, and Wildlands Network \$5,000.

EXPENSES:

If funding from the Cox Trust is received, the monies will be allocated as follows:

VNRC will receive \$25,000 of Cox funding to:

- Provide part time funding for the planner/outreach coordinator (\$22,500)
- Promote connectivity strategies in the the NSRC Action Plan (\$1,000)
- Cover some travel costs (\$1,500)

VNRC will also receive the \$25,000 in funding from VFWD in order to:

- Provide additional funding for the planner/outreach coordinator (\$7,500)
- Provide direct land use technical assistance to communities (\$10,000)
- Coordinate, staff and provide materials to the regional SCI workshops (\$7,500)

Wildlands Network will receive \$15,000 from the Cox Trust request to:

- Provide salary for Wildlands Network staff for SCI coordination (\$11,000)
- Provide salary for Wildlands Network staff for development of summary materials on statewide transportation best management practices and Northern Green Mountains linkage conservation science for distribution to key local groups to inform community action (\$3,000)
- Cover travel expenses for Wildlands Network staff for SCI coordination (\$1,000)

The Nature Conservancy-VT Chapter will receive \$10,000 from Cox to:

- Provide salary for TNC-VT staff for involvement in planning and implementation of three or more SCI regional workshops in priority linkages (\$3,000)
- Provide salary for TNC-VT staff to provide continued technical assistance and develop conservation science summary materials for distribution to key local groups to inform community action (Greens-Adirondacks linkage) (\$3,500)
- Provide salary for TNC-VT staff to provide continued coordination to the Vermont Staying Connected partnership (\$2,500)
- Provide salary for TNC-VT staff to add and adapt new information, tools, etc. to SCI website (\$1,000)

C. IRS Form 990

VNRC 2011 990.pdf

D. Organizational Audit

VNRC 2011 Review.pdf

E. Bios or Resumes of Key Staff

Key project Cox staff 8.31.doc

F. Board of Directors

fy 2013 board contact info.doc

G. Organizational Diversity Data Form

VNRC_Diversity_Form.xls

Application Files

File Uploads

- EnduringPlaceFinal2.pdf
- VNRC_CPF_Budget_Template 8.31.12final.xls
- VNRC 2011 990.pdf
- VNRC 2011 Review.pdf
- Key project Cox staff 8.31.doc
- fy 2013 board contact info.doc
- VNRC_Diversity_Form.xls



AN ENDURING PLACE

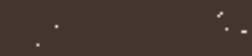
Wildlife and People in the **Worcester Range** through the **Northeastern Highlands**

Dear Reader:

The places mentioned in the following pages are special. People have lived here and loved this land for its beauty, for its utility, and for a myriad of reasons beyond words. These pages offer a snapshot in time of the place and its people from the Worcester Range all the way through the Northeastern Highlands of Vermont. This area of some thirty towns represents a diversity of land and people that is difficult to capture in one publication, but we hope to show its unity and continuity across this expanse. Not only are the people of these places connected in common ties of experience and economy, but wildlife and the landscape itself is also connected across this area. We hope you will come to see this as yet another reason why this place is special. The connectedness of forests across this land is incredibly important for the continuation of a host of wildlife species and a lifestyle that helps define this place and add value to our experience of it.

The **Staying Connected Initiative** is a collaborative partnership of state fish & wildlife departments, agencies of transportation and a host of non-governmental organizations in New York, Vermont, New Hampshire, Maine and southeastern Canada focused on sustaining a *connected forested landscape* across the north woods. We are working with local communities to protect wildlife and local values in a changing world. The partnership does not tell communities what to do, but instead offers up the best-available science and technical assistance and asks how local communities see overlap with their interests and work. For some communities this has meant organizing volunteers to do wildlife tracking along roads to figure out where wildlife are crossing. For others it has meant presentations and outreach to community members and landowners on the importance of habitat for wildlife. And for some communities it has meant action in town planning. You decide what approach is right for you and your community, and know **Staying Connected** is here to help make your vision a reality.

Sincerely,



Jens Hawkins-Hilke
Conservation Planning Biologist
Community Wildlife Program
VT Fish & Wildlife Department

AN ENDURING PLACE

Wildlife and People in the **Worcester Range** through the **Northeastern Highlands**



Produced jointly by the National Wildlife Federation and the Vermont Fish & Wildlife Department. This report was funded by State Wildlife Grant funds administered by the United States Fish & Wildlife Service and the Vermont Fish & Wildlife Department

Written by Tom Slayton

January 2012

A project of the Staying Connected Initiative



The Worcester Range/Northeastern Highlands: Introduction



As the five hikers were crossing a narrow strip of forest between two remote ponds, they heard loud noises near the far shore of the pond on their right — branches snapping and the thump of heavy footsteps. Something very large was pushing its way through the woods.

A few steps farther and they suddenly saw what had made the commotion: a huge bull moose appeared barely ten feet away. It was easily six feet tall at the shoulder, and its massive head and antlers seemed to tower above them.

The hikers quickly shed their packs and were ready to scamper into a nearby stand of saplings if necessary. But the moose paid no attention to them. Snuffling and snorting, it ambled slowly down into an adjoining wetland. And then it was gone.



Encounters like this are part of what makes life in the forested Northeast exciting and meaningful. A young girl goes hunting with her father; she doesn't bag a deer, but remembers for the rest of her life her first hunt and how it brought her closer to her dad. A party of fishermen camp beside a mountain lake and listen to the wild echoing of loons, calling through the night. A landowner finds a half-eaten rabbit carcass on his woodlot, looks up — and sees a bobcat climbing up the trunk of a maple tree. Such experiences with wildlife enrich our lives and, over time and retelling, become part of our traditional culture.

These pages offer a portrait in time of this place and its people, from the Worcester Range all the way through the Northeastern Highlands. It depicts a way of life that is closely connected to the land and to the wildlife and describes a swath of intact forest that is incredibly important to the health and well-being of both the wildlife and people who live there.

"Mountains, oceans, forests, and bogs are more than places to those who love them. They have hearts like hibernating animals, beating imperceptibly yet vitally."

— Former state naturalist Charles Johnson, *Bogs of the Northeast*, 1985



The Worcester Range/Northeastern Highlands



We in northern New England live in the midst of a great forest — we don't normally think of ourselves as forest dwellers, but in fact, we are. The Northern Forest, an immense ecosystem that sprawls across the northeastern United States and southeastern Canada, is our home, as surely as are the man-made dwellings we reside in.

This immense forest — also known to scientists as the Northern Appalachian/Acadian Ecoregion — extends from the Tug Hill Plateau in upstate New York all the way to the Gaspé Peninsula and Nova Scotia and is roughly thirty million acres in size. It is home to about two million people and uncounted millions of birds, fish, insects, and wild animals.

Rich, diverse, and incredibly resilient, the forest is a vast environmental storehouse that encompasses a varied landscape of mountains, lakes, valleys, and streams, and a wide array of hardwood and softwood trees, native wildflowers, shrubs, and herbs. It is an important buffer against climate change and a vital filter that helps purify the region's drinking water and air.

Scattered throughout this great regional ecosystem are the houses and roads, cities and villages where those two million people live. But on either end of the great forest there are immense areas of deep, unbroken woods — the Adirondack forests on the west and the Canadian forests to the northeast. These serve as wildlife reserve areas — unfragmented woodlands where natural conditions prevail and wildlife can flourish largely undisturbed.

Located in between them are less extensive areas of undisturbed woodlands intermixed with open land, cities and towns, pastures, roads, lakes, wetlands, and so on. And though there are significant gaps in the forest cover — in places such as the Champlain Valley, for example — there are still large, relatively undisturbed tracts of land throughout the region, as well as corridors of habitat that give wildlife the freedom to live and move about.

That fact is crucially important because in order to survive, wild animals, like people, need to be able to travel freely — sometimes over very large distances. All living creatures, including human beings, must be able to move about to obtain food, water, shelter, mates — the things they need to survive and prosper.

Human beings use roads and sidewalks to move about — to go to work or to buy groceries or clothing, for example. Similarly, wild animals need to be able to move through the landscape to find what they need. And for that to happen, their habitats must be connected.

Healthy populations of animals require large areas of unbroken habitat as well as routes that link those areas. The degree to which the landscape allows animal movement to and through unbroken habitat is known to scientists as *habitat connectivity*. The health of wildlife populations depends on it.

You could think of habitat connectivity as a web of routes, largely invisible to us, woven through the landscape, over which wild creatures move to secure what they need. The needs of individual animals vary enormously from species to species. A spotted salamander may

"The springtimes come when the maple leaves unroll 'as big as a mouse's ear,' the wild roses bloom; the blackberries ripen; and these things will go on, as the old New England land deeds phrase it, 'as long as grass grows and water runs.' It is good to know all this, for there is really nothing else."

— Elliott Merrick,
Green Mountain Farm,
1948

The Worcester Range/Northeastern Highlands



smaller roads, cleared farmland, and the like. Wild animals need to be able to move easily between these habitats, and to do that, they must, of necessity, pass through the more settled areas.

One area that is recognized as an important wildlife corridor begins at the Worcester Range and stretches fifty miles to the east into Essex County, Vermont, and the largely unbroken forests of the Nulhegan Basin. In between the range and the basin, a web of connecting links of more fragmented habitat lies across the intervening townships. In some places, these links are wide — ample corridors that allow unrestricted wildlife movement. But in other places, such as Hardwick, Greensboro, Glover, and Barton, the connecting links of habitat have become quite slender, endangering the future ability of large mammals, such as bear and moose, and even some of the smaller, shyer animals, to move in a natural, beneficial way.

travel six hundred feet in its annual migration to mate and lay its eggs, while a bobcat may cover more than nineteen miles a day to find food. Many migratory birds travel across entire continents. Animals may travel long distances or short, but the principle is simple and universal: in order to live, all creatures need to be able to move throughout the landscape to access the things they require to live.

Because Vermont is strategically situated, and still more than 80 percent forested, it serves as a transition zone between the immense blocks of forested habitat to the west in New York and northeast in Maine and Canada. Several key areas of unbroken forest and natural corridors that provide wildlife movement weave through and across Vermont.

Similarly, within Vermont, there are areas of forested, unfragmented habitat, interspersed with more developed areas — places with villages, highways and

"I believe that all human people need close association with nature's people."

— George D. Aiken,
Pioneering with Wildflowers, 1968

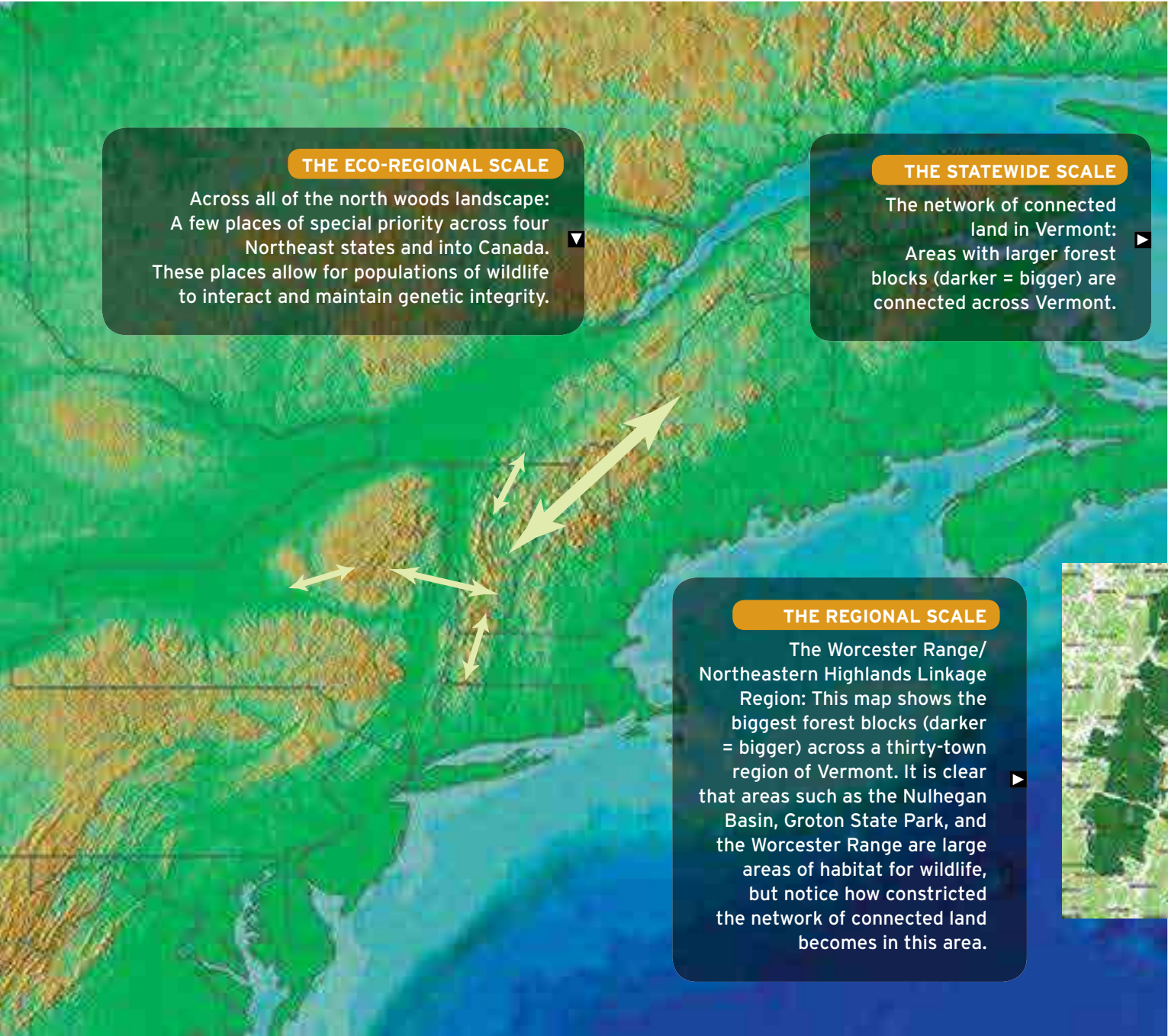
DID YOU KNOW ...

- **Bobcats** travel an average of 0.8 miles per hour and 19 miles per day
- Average home range of a male bobcat is 27 square miles and a female is 8.8 square miles
- Average home range for a **black bear** is 19,200 acres
- Average home range for a **moose** is between 1,280 and 12,800 acres
- Average home range for a **fisher** is between 4,747 and 9,600 acres
- Average home range for a **river otter** is between 15 and 30 linear miles of stream

— Vermont Fish & Wildlife Department



CONNECTIVITY at Three Scales



- Worcester Range/Northeastern Highlands Linkage Region
- Large forested areas (25,000 acres+)
- Smaller forested areas
- Developed & agricultural lands



Three generations of the Gray family on their farm in East Charleston. From left: Teri, Keith, Jordan, Jacey, Donna.

PEOPLE OF THE REGION: The Gray Family

Every day at 5 a.m., Keith Gray and his son, Jordan, walk about a hundred yards down the road to help Keith's parents, James and Donna Gray, with morning chores at their dairy farm, Gray's Hilltop Farm in East Charleston. You know you're at the 246-acre farm when the unbroken forest gives way to open fields and small clusters of buildings. The elder Grays milk some forty cows. When calves and heifers are added in, they care for roughly a hundred cattle.

Keith and Jordan spend a few hours milking and feeding the cattle and cleaning up the barn. Then, it's back to their home, where Keith cooks up a big breakfast for himself and Jordan. His wife, Teri, happily admits that Keith "likes cooking more than I do."

But Teri's plenty busy. She works as assistant town clerk and treasurer in the Charleston Town Office and keeps the books for Keith's welding and heavy-equipment repair business, and with two of their three children at home, she finds: "The job of being a mom keeps me the busiest."

After breakfast, Keith either goes out to his shop, Gray's Mobile Arc, to work on welding and repairs or gets into his truck and heads out to do on-site repairs for neighboring farmers, or others who might need his services. Seventeen-year-old Jordan heads for North Country Union High School (NCUHS) in Newport. Because he helps with farm chores, morning and evening, he has permission to come in to school late. It's a fairly common practice for Northeast Kingdom farm kids.

Jordan likes farming and is also an experienced heavy-equipment operator. Eventually he's thinking about going to Vermont Technical College in Randolph, but he doesn't want to head out for college right after graduating from high school. "I'd like to work, make some money first," he says.

In addition to helping with the dairy farm and running his welding business, Keith makes more than two hundred gallons of maple syrup. And in the summer he helps his parents with crops, corn planting, and haying. And then, of course, there's the twenty cords of wood needed to heat the house and more to fire the sugarhouse each spring.

The forest that supplies all that wood and maple sap also brings wildlife to their door, sometimes quite literally. One morning, when Teri looked out and saw a bear ambling across the lawn, she quickly hustled the children inside. Deer, wild turkeys, woodchucks, and a huge moose all pay visits. Keith believes that there was a wildlife path across their property when it was forested, and the route is still somewhat used, now that there's more open land.

Keith and Teri are making a living and raising their family on farm and forest land they know well, living within sight of Keith's parents, doing work they know and enjoy.

A large stone wall, four feet high, about as wide, and a hundred yards or more long, separates two of the Hilltop Farm fields. It is made of stone picked every year from the farm fields.

"That's my mother's project," Keith says. "It's what she works on — in her spare time."

The forest that supplies all that wood and maple sap also brings wildlife to their door.





The Linchpin: The Worcester Range



Located in north-central Vermont, the Worcester Range is a critically important environmental link. Along with the Northeastern Highlands region of Vermont, it connects the forests of the Adirondack Mountains in New York and the remote, unfragmented forest habitats of southeastern Canada.

"This is the linchpin, right here," says Vermont wildlife biologist John Austin, his finger resting on a map of the state, squarely on the Worcester Range. "The Worcester Range is the only place that's left in central Vermont that is large in scale and almost completely unfragmented."

By unfragmented, biologists mean that the land is remote, undeveloped, and not divided by roads or other intrusions. The size and relative lack of heavy development of the Worcester Range is important for both the people and the wildlife that live there.

The Worcester Range is both ordinary and unique. Ordinary, because it shares many of the characteristics of other mountain ranges in Vermont, a very mountainous state; and unique, in central Vermont, because it remains almost completely wild and undeveloped.

This prominent mountain range contains several peaks more than three thousand feet high and runs roughly fifteen miles northward from Middlesex almost to Morrisville. The Worcester Range, which is approximately forty-six thousand acres in size, is the largest piece of unfragmented forest land in north-central Vermont. This fact alone makes the range unusual — and very important as a large block of uninterrupted wildlife habitat.

The main range of the Green Mountains, which lies about ten miles to the west, is several hundred feet higher than the Worcesters, but is much more developed. Ski areas, major roads, and scattered houses have made incursions on the forest there. But only hiking trails and a few small logging roads penetrate the high flanks of the Worcesters.

The entire range is heavily forested. Its lower elevations are thickly blanketed with a variety of mixed northern hardwoods — maple, beech, yellow and white birch, and a sampling of ash, oak, and other species of trees. Higher up, spruce, fir, and other varieties of softwoods take over.

Laced with brooks and dotted with small marshes, bogs, and seeps, the range is a lot like much of Vermont's forested land before it was developed.

All this makes the Worcesters an ideal habitat for a wide array of wildlife. From tiny salamanders and colorful wood warblers to fox, bobcat, moose, and bear, the range supports a healthy population of wild animals, providing them with unrestricted access to food, mates, winter shelter, and other necessities.

The unfragmented nature of the Worcester Range does not prevent people from using its forests for both work and recreation. On the contrary, it enhances such uses. The summits of the range are protected, but much of the lower mountainsides are traditional working forests, producing sawlogs, pulpwood, and firewood, along with maple syrup and other forest products. Over the years, the range has become increasingly popular with hikers and wildlife watchers, and has long been used by hunters, fishermen, and trappers. All these activities are important aspects of the region's traditional culture. Human beings are, like wildlife, very much a part of the ecology of the Worcester Range.

"Man has too long forgotten that the earth was given to him for usufruct (fruitful use) alone, not for consumption, still less for profligate waste."

— George Perkins Marsh, *Of Man and Nature*, 1864





Bob Shannon among his fly rods in his Route 100 shop.

PEOPLE OF THE REGION: Bob Shannon

Cold, clear streams mean a lot to Bob Shannon. He's been guiding trout-fishing tours for more than twenty-five years and knows that there are not many places that can match Vermont's mountain streams as brook trout habitat.

According to Shannon, some of the best trout streams in Vermont flow down from the Green Mountains and the Worcester Mountains. There are seven beautiful trout streams within minutes of his home in Stowe, he says.

An avid fisherman and hunter, he is proprietor of The Fly Rod Shop, on Route 100 between Waterbury Center and Stowe, a tackle shop from which he runs several fly-fishing and spin-fishing programs. He is also a member of the Vermont Fish and Wildlife Board, which oversees hunting and fishing policy in the state.

Trout are cold-water fish and require streams that are clean, cold, and clear to live and reproduce in. And so the unfragmented nature of the Worcester Range is a key component of the fine local trout habitat that is vital to Shannon's business and trout-fishing in central Vermont generally.

"The importance of habitat is huge," he says. "Having good habitat is vitally important to the health and conservation of all wildlife."

The cold mountain streams preferred by brook trout have an even wider environmental impact, according to Shannon, because they pour cold water into larger rivers, such as the Winooski and Lamoille, thus keeping those rivers good habitat for rainbow and brown trout — fish that can tolerate warmer water than brook trout, but still need cool-water habitat.

Conserving unbroken, healthy forests helps keep the trout streams that flow down from the mountains clean and cold. At the same time, keeping the forest intact maintains good habitat for deer, moose, bobcat, and other species. And it's not far-fetched to point out

that Vermont's tourist economy and many, many other human activities are dependent on the integrity of the forest environment in which we all live.

The fact that the Worcester Range is undeveloped and largely unfragmented is an important factor in maintaining the high quality of the mountain streams that brook trout and other creatures depend on, Shannon says. Developing the range would degrade the quality of those streams, resulting in warmer water temperatures and sediment, both of which are harmful to trout. And, of course, there would be other forms of damage done to other wildlife habitat.

He admires legendary forester and timber baron Craig Burt, who logged the forests around Mount Mansfield sustainably in the early 1900s — and helped promote the beginnings of skiing in Vermont in the 1930s.

"He understood the importance of maintaining a healthy forest for the overall health of the ecosystem," Shannon says. "You look at those streams today after a heavy rain — they still run gin-clear. There's no runoff, no sediment."

Vermont is widely known as an attractive place to hunt, fish, hike, and enjoy the outdoors, Shannon notes. Should that appeal be lost, the state's tourist economy would suffer. And so, ultimately, the health of Vermont's tourist economy is directly dependent on the continued existence of healthy forests, unspoiled vistas, and — clear trout streams.

Shannon pointed out that it has taken Vermont a century to recover from the widespread clearing of the land that left the state only about 20 percent forested in the 1800s.

"It's in our best interest for future generations, and for the state, that we look forward and protect what took one hundred years to restore," he says.

"Having good habitat is vitally important to the health and conservation of all wildlife."



Worcester Range/Northeastern Highlands

BY THE NUMBERS

Land Area: Northeastern Highlands, 1,313,700 acres (2,053 square miles); Worcester Range, 46,000 acres (72 square miles); Total Worcester Range/Northeastern Highlands, 1,359,700 acres (2,125 square miles).

Land Type: Predominately mountainous or hilly. The Worcester Range, a high and distinct chain of mountains, trends roughly northward into the Northeastern Highlands, a high, hilly plateau, dissected by broad river valleys.

Vegetation: 82 percent forested (mostly northern hardwoods and about one-third spruce-fir). Much of the remaining 18 percent is in agriculture.

Highest Elevation: Jay Peak, 3,858 feet. Other prominent mountains include (in the Worcester Range) Hunger Mountain, 3,585 feet; Hogback Mountain, 3,642 feet; and Worcester Mountain, 3,293 feet. Also, to the east, Burke Mountain, 3,267 feet and Monadnock Mountain, 3,150 feet.

Climate: Northern temperate, but on the chilly side. The average growing season is relatively short, 123-130 frost-free days. Coldest temperature ever recorded in New England was 50 degrees below zero Fahrenheit at Bloomfield in Essex County. An average of almost 90 inches of snow falls annually at St. Johnsbury.

Population: Northeastern Highlands has roughly 62,000 residents. St. Johnsbury, the largest city in the region, has about 7,600 residents living in 3,200 households.

Economy: Agriculture, recreation, forestry, manufacturing, service (including education, nonprofits, and government).

Wildlife: A diverse array of northern species, including moose (5,000 in 2005). Also black bear, white-tailed deer, bobcat, coyote, fox, fisher, Canada lynx, etc. The region abounds in bird species, including loon, wild turkey, spruce grouse, ruffed grouse, and a wide variety of passerine (migratory) birds. The Worcester Range and Northeastern Highlands areas encompass some of Vermont's most important wildlife habitat areas.

Misc.: The region includes more than 50 lakes and ponds.



The Northeastern Highlands: A Working and Wild Landscape



At the edge of the Worcester Range, and only slightly less rugged and wild, lie Vermont's Northeastern Highlands — or, as it is known locally, the Northeast Kingdom. Lying north and east of the Worcester Range, the Highlands are the least developed, most rural area of Vermont. Not only do they contain the large unfragmented areas of the Nulhegan Basin and Silvio O. Conti National Fish and Wildlife Refuge lands, but within several of its towns in Orleans and Caledonia counties are key linkages between the refuge lands and the Worcester Range.

Geologically an elevated plateau, eroded and glacially carved into a series of high, rolling hills and wide intervening river valleys, it encompasses some two thousand square miles and three Vermont counties: Caledonia, Orleans, and Essex. The countryside is 80 percent forested and much of the remaining 20 percent is open farmland. It is also known as Vermont's "Lakes Country," and it boasts more than fifty lakes and ponds, large and small, interspersed with small riverbeds, extensive marshes, bogs, and fens, and punctuated by modest granite mountains. Jay Peak, located near the northwest corner of the region, is the highest at 3,858 feet, while Burke Mountain at 3,267 feet and Monadnock Mountain at 3,150 feet anchor its eastern edge.

Like much of northern Vermont, the Northeastern Highlands are generally a region of small towns, intermittent farmland, and large swaths of forest. They become wilder and more forested the farther north and east they extend, until, in the Nulhegan Basin area and the Silvio O. Conti National Fish and Wildlife Refuge lands in Essex County, they are very nearly as deeply wooded and unfragmented as the Worcester Range.

Significantly for wildlife, the region is also the most sparsely populated part of Vermont. Most of its approximately sixty-two thousand residents live in small towns of a few hundred people. St Johnsbury, the largest community in the region, has some 7,600 inhabitants, and only a handful of the towns across the Highlands have more than a thousand residents. It is the most rural part of a very rural state.

Traditional Vermont lifestyles prevail here. Farming and forestry are important elements of the region's economy, which is also based on small manufacturing, health care, education, and tourism. Although a small minority of people in the region still farm, nearly everyone has a relative or neighbor who does, or who works in the woods, or who pursues some other land-based occupation.

It is a beautiful, largely unspoiled region where traditional outdoor sports like hunting, trapping, hiking, and (in the winter), skiing, ice fishing, and snowmobiling are actively pursued. Life can be hard here, and money is not abundant, but most residents of the region would not live anywhere else. Because it is not highly developed, and because of the traditional lifestyles and recreation that characterize the region, the landscape supports a wide array of abundant wildlife.

"I love Vermont because of her hills and valleys, her scenery and invigorating climate, but most of all because of her indomitable people."

— Calvin Coolidge, speech at Bennington, 1928



The Northeastern Highlands: A Working and Wild Landscape



The largest mammal in the Highlands, the moose, is a prominent figure on the landscape and serves as an icon for the remote, rugged character of the region. Between 1996 and 2005, the moose population of the region more than doubled — from roughly two thousand to five thousand. Because it was believed moose were on the verge of overpopulating their range in Vermont, state officials authorized the issuance of additional hunting permits to reduce the herd.

Eastern coyotes are common here and packs of them can often be heard howling on winter nights. Bobcat and fox, snowshoe hare, cottontail rabbit, red and gray squirrels, mice, voles, and other mammals are also widespread. Rare animals like Canada lynx and pine marten have been observed in this region over the past three years.

DID YOU KNOW ...

Vermont ranks third in the nation in wildlife-related recreation (hunting, fishing, and wildlife watching), with a participation rate of 62%. More than **300,000 Vermonters and 230,000 nonresidents hunt, trap, or watch wildlife** in our state. Residents and nonresidents spend a total of **\$376 million annually** in Vermont on wildlife-related activities.



“The inhabitants of this state shall have liberty in seasonable times to hunt and fowl on the lands they hold, and on other land not enclosed, and in a like manner to fish in all boatable and other waters (not private property) under proper regulations, to be made and provided by the General Assembly.”

— Vermont Constitution

(The Vermont State Constitution is the only one that guarantees the right to hunt and fish.)



David Marvin sits among maple syrup barrels at his Morrisville business.

PEOPLE OF THE REGION: David Marvin

David Marvin, sixty-three, makes his living from the Northern Forest. He's a trained forester and a maple syrup maker — but not your average syrup maker.

For openers, Marvin has more than eleven thousand taps set on his home farm on the side of Butternut Mountain in Johnson. His Vermont Maple Sugar Co., a multimillion-dollar operation, fills a large industrial building just outside Morrisville, about where the Worcester Range meets the Northeastern Highlands.

There, Marvin employs some sixty-five Vermonters to process, package, buy, and sell maple syrup. Last year, he processed and sold more than one-half million gallons of syrup in containers of various sizes and shapes. A lot of the syrup he condenses into granules — which are like maple sugar but easier to handle and reconstitute. He buys syrup from other producers and dozens of fifty-five-gallon barrels of the stuff are stacked fifteen feet high in one end of his building.

At his home farm, sap flows down lines of tubing off Butternut Mountain and into three huge collection vats in a state-of-the-art sugarhouse. It's a high-tech operation, not your father's maple sugar-making operation, by any means.

When he graduated from the University of Vermont, some forty years ago, Marvin knew he wanted to make his living from the land, doing something related to his training as a forester. His father, the late Dr. James Marvin, had done significant maple research while teaching botany at UVM, so making maple syrup was a natural choice. His business grew from there.

But he kept his forestry skills honed, and his consulting firm today advises 250 to 300 clients on forestry matters that affect more than sixty thousand acres of Northern Forest land.

He sees the forest and the wildlife that calls it home as both threatened and enormously resilient. His concerns include the number of invasive species and diseases that threaten native plants and trees, the fragmentation of ownership patterns within the forest, and the few cut-and-develop lumberers that unscrupulously turn forest land into subdivisions for a quick profit.

"There's not just one threat to the forest," he notes. "There are several."

In recent years, Marvin has seen an increasing number of tracts of land in the Northeastern Highlands that have been scalped, laced with roads, and put on the market for housing development. He is also concerned about the loss of native forest species such as American chestnut, beech, and most recently, butternut trees to invasive diseases. "These are all due to introduced pathogens," he notes, adding that ash trees — an important species for firewood and sawlogs — will be faced with a mortal threat once the emerald ash borer arrives in Vermont. Likewise, the competition from invasive species such as buckthorn is a concern, he says.

Marvin is aware that changing ownership patterns throughout the region have begun the process of forest fragmentation, smaller parcels, and other changes that weaken the forest ecology. It is a far cry from the days when large timber companies held title to thousands of acres of Northeastern Vermont land, which they managed carefully as a working forest.

"There's not just one threat to the forest. There are several."



"We own 250 acres in Barton," he says, "and that makes us one of the largest landowners in the town!"

But there is hope, too, in Vermont's forest land. In Marvin's view, the forest environment is closely related to the human community and economy. "There's no disconnect between them at all," he says. "They can all be healthy, thrifty, and thriving, all at the same time."

He believes that it's important to respect both the human community and the natural community.

"The longer you practice this profession, the more uncertain and humble you become," he says.



A Threatened Way of Life



The traditional occupations and lifestyles of the Worcester Range and the Northeastern Highlands have played a vital role in keeping the landscape open, unspoiled, and beneficial to wildlife.

Sustainable logging benefits wildlife by keeping forest land healthy, undeveloped, and unfragmented. The Worcester Range is a perfect example of this, since the extensive forest holdings of the Meyer family have kept the eastern slopes of the range largely undeveloped (see page 25). Meanwhile, on the lower western slopes of the range, especially near Stowe, the land has been fragmented, logging is no longer a major factor, and there has been considerable real estate development.

Farms not only provide the human community with food and fiber, they also keep land open and have helped create the beautiful and scenic countryside that Vermonters value. Also, they provide “edge” habitat — areas of high biodiversity between field and forest that are important for many animals. Economically, when farms fail or foresters cannot make a decent profit on their holdings, the land all too often is subdivided and sold for housing lots and other forms of development.

In its present form, the “working landscape” of the Northeastern Highlands is an important factor in the ecological health of the region and the wild creatures living there. It is more than beautiful. In many ways, it is a finely balanced ecology that supports both its human inhabitants and the wildlife that call it home.

New Ownership Patterns, Changing Forest Economies

Change, however, has come to the deep forests of the Worcester Range and the Northeastern Highlands’ working landscape. There are now significant threats to the ecological integrity of this region.

The first threat surfaced in the 1980s and ’90s when massive changes were made in the ownership of large tracts of the forest in Essex and Orleans counties.

For decades, much of the forest of north-central Vermont was owned by large paper and timber companies that held and managed it in huge, unfragmented parcels. But in 1988, several thousand acres of forest land owned by Diamond International Corporation was put up for sale, mainly with an eye to its development value. Other timber companies later followed suit. Suddenly land that for decades had been managed for timber production was put on the market. Huge sections of the Northern Forest were, in effect, destabilized and available for development.

The state of Vermont, the Vermont Land Trust, the Vermont Nature Conservancy, the U.S. Forest Service’s Forest Legacy Program, and other public and private entities were successful in buying and protecting much of this land, in conservation actions that were approved and partially funded by the Vermont Legislature, but which were controversial. Although some of the forest land in the region is protected, more than 80 percent of it remains — and will remain — in private ownership.

“Some folks pay \$10,000 for a painting and hang it on the wall where their friends can see it, while I buy a whole mountain for that much money and it is hung up by nature where everybody can see it, and it is infinitely more handsome than any picture ever painted.”

— Joseph Battell (1839-1915), Middlebury, who donated Camel’s Hump to the State of Vermont

A Threatened Way of Life



The massive change in ownership patterns of the 1980s and '90s was only the first destabilization of the forest. The international economic trends that triggered that change are also making both farming and logging more and more economically fragile and thus affecting farm and forest land in the Worcester Range, the Northeastern Highlands, and elsewhere in Vermont.

Dairying, which makes up some 80 percent of Vermont's agricultural economy, is in serious trouble because the federal commodity milk-pricing system is not paying Vermont farmers enough for their milk. Although many farmers have found new ways of prospering — producing specialty cheeses, organic dairy products, or growing new crops such as soybeans — many farms in this region, like farms across Vermont, are struggling to stay in business. And some are losing the struggle.

At the same time, because of international competition, profit margins in the production of both sawlogs and pulpwood/firewood are now lower. And this puts much timberland in the

Worcesters and elsewhere in danger of being sold, subdivided, and developed.

Thus the working landscape that has typified northern Vermont is increasingly at risk. You can see these changes happening when a forested hillside is clear-cut, then subdivided into housing lots, then covered with houses — each positioned on its own ten acres of land in order to avoid Vermont's development laws. You can see the effect of the changes in land use on the outskirts of many villages in Northeastern Vermont, as approach roads that once crossed open fields become commercial strip zones crammed with fast-food outlets and big-box stores. Gradually, relentlessly, northern Vermont is becoming suburbanized.

As the landscape changes, due to economic pressures from outside, the traditional folkways and lifestyles of the region also change, becoming less rural, more suburban. Youngsters who once looked forward to deer camp or the opening day of trout fishing learn to play video games or entertain themselves by hanging out at the local mall. Instead of skiing or snowmobiling, people seek their exercise at the local gym, or skip it entirely and watch a sports event on television. The sale of hunting and fishing licenses has dropped by 20 percent in recent years, silent testimony to the changing lifestyles and values of Vermonters.



"Very early I began to understand that mountains are never there simply to ski and climb They shape the way I see them as metaphors for physical mastery and spiritual possibility."

— Champion skier
Andrea Meade
Lawrence, *A Practice of Mountains*, 1980

A Threatened Way of Life



The suburbanization of Vermont may be inevitable, and suburban living has its own virtues and value. But in the process, as traditional, land-based recreations and activities decline, Vermonters' connection to the land on which they live is weakened. And with suburban sprawl, more and more wildlife routes and habitats are erased, reducing the ability of wild animals to move and connect as they need to. Not only is suburbia a bad environment for individual wild animals, it can damage the habitats they need. Thus suburbia threatens wildlife habitat, wildlife connectivity, and ultimately, wildlife itself.

These are subtle changes compared to the obvious economic difficulties being faced by farmers and foresters, but in the long run, they may prove just as profound in their implications for habitat connectivity, land ownership, and use.

Will Vermont still be Vermont if hunting and fishing die out here? Will the land still reflect traditional values and activities if farms turn into subdivisions and logging withers away because it is unprofitable?

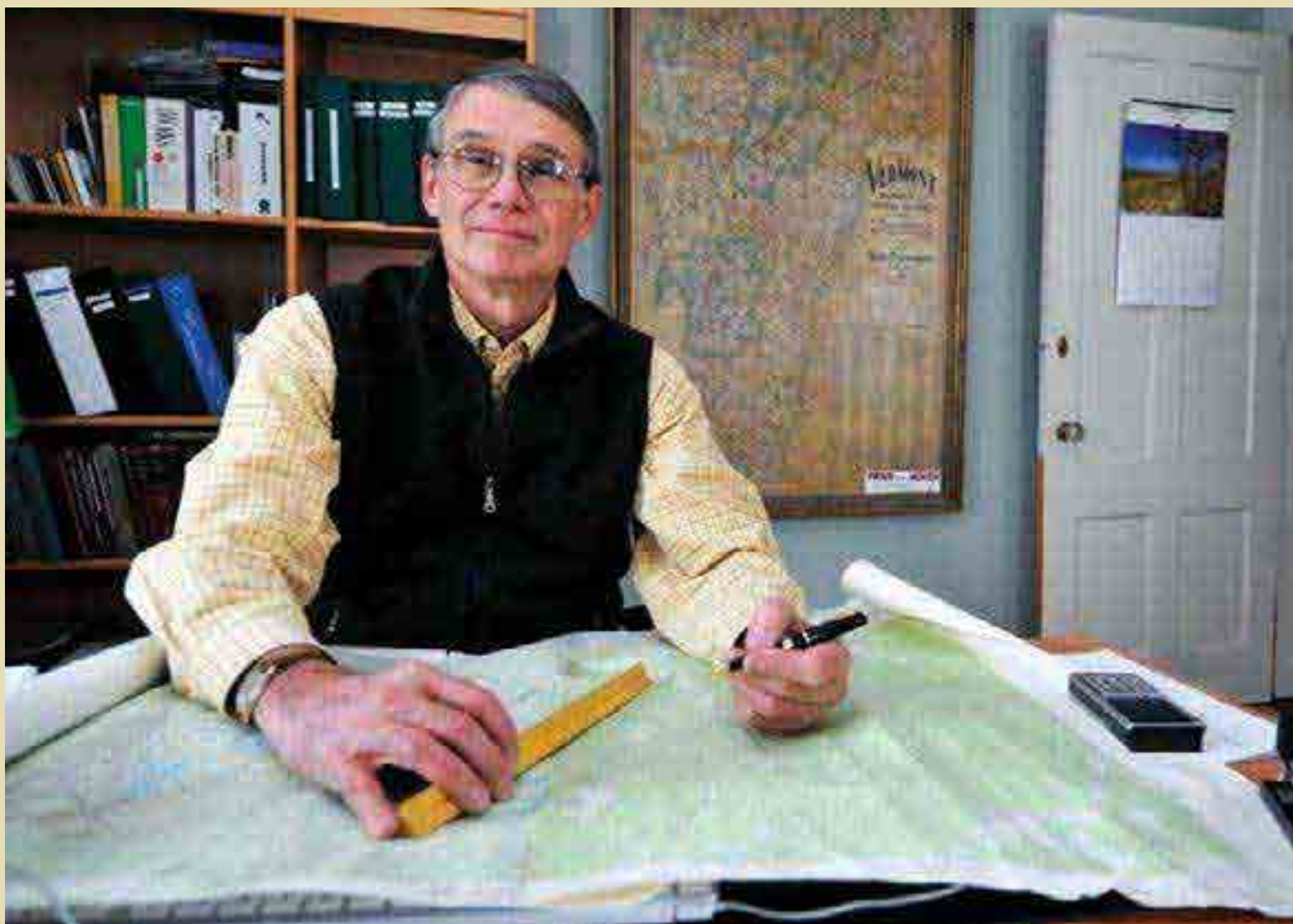
And what will happen to the moose and deer, fisher, frogs and trout, and bobcat when the woods and streams where they now roam freely are subdivided, fragmented, and crisscrossed by roads and property lines?

Gradually, relentlessly, northern Vermont is becoming suburbanized.

DID YOU KNOW . . .

Preserving farmland is an important piece of the Staying Connected Initiative. A mix of cultivated fields, orchards, meadows, and pastures complements adjacent woodland habitat, providing food and cover for wildlife such as deer, geese, wild turkey, and fox. Hayfields and other grasslands attract birds, such as bobolinks, and are a source of insects for brood-rearing songbirds. This special relationship between wildlife and agriculture, however, is being threatened as Vermont loses its farmland. Since 1978, more than **400,000 farmland acres have been converted to non-farm use**. And although we've seen an increase in diversified agriculture, the number of dairy farms has dwindled **from 3,382 in 1978 to fewer than 1,000** today.





John Meyer manages family-owned land in the Worcester Range from his Montpelier office.

PEOPLE OF THE REGION: John Meyer

Foresters see woodlands in both an ecological context and a human context. The ecological context always involves time and change. And the human context usually involves money.

"People tend to take forest lands for granted," says forester and forest owner John Meyer. "They don't realize that there are tremendous costs that have to be borne by someone."

Meyer should know. As head of Bardill Land & Lumber Co., he oversees the management of more than fifteen thousand acres of timberland that his family owns in the Worcester Range and nearby. He is familiar with both the financial and ecological ups and downs of the Northern Forest.

Right now, the financial health of privately owned forest land is shaky, primarily because the demand for local lumber is weak due to foreign competition — and because of tax uncertainty at home. Put most simply, it has become difficult to make money selling timber because it's hard to charge enough for sawlogs to pay the cost of owning the land and managing and cutting the trees.

And that, in turn, has implications for the wild and unfragmented nature of the Worcester Range. That's because, if the owners of forest land in the Worcesters and elsewhere cannot make even a small profit from the sale of timber from their lands, those lands will almost certainly be sold and developed.

Should that happen, the great environmental value of the Worcester Range — its integrity as unbroken, largely undeveloped wildlife habitat — would be lost.

"It's a challenge to keep land active and used," Meyer says. "It can only happen if we value the land for its outputs. If we don't — it'll be gone (sold and ultimately developed)."

For more than forty years, the Meyer family has owned and managed forests on and near the Worcester Range. One of the reasons much of Route 12 between Worcester and Morrisville goes through several miles of forest is that the Meyers have managed that land as timberland.

They are managing it sustainably, taking the long view. "Our focus is primarily healthy forests, healthy habitats," Meyer says. "What we like to do is cut less than our growth, so it's sustainable, in perpetuity." That, of course, benefits wildlife because it results in intact forests and good habitat connectivity.

And a healthy wildlife community, in turn, helps keep the forest itself — and the trees its owners wish to harvest — vital and healthy.

"It's good forestry," Meyer says. "Birds eat insects."

However, that sustainability rests on financial as well as ecological bases, and one big unknown is the future of Vermont's Current Use Program. Under this program, managed forest land can be taxed at rates lower than its value as real estate. In the Northeast, if land is taxed as real estate, it will sooner or later be sold and end up developed as real estate. And in fact, when all land began to be taxed at real estate values, back in the 1970s, the Meyers began selling off land to stay ahead of their tax expenses, which were being pushed higher and higher as backcountry land escalated in potential value.

But in 1978, Vermont established its Current Use Program and the taxes on farm and forest lands throughout the state were reduced to manageable levels. John Meyer puts it succinctly: "We live and die by the Current Use Program."

And so sustainable forestry needs to be sustainable economically, as well as ecologically. That's what keeps the land from being sold, sub-

"If society wants to tax undeveloped land at its development values," Meyer says, "Guess what? It will be developed."



divided, and turned into housing lots. It's a balancing act, one that requires understanding from government, as well as from landowners and citizens.

"If society wants to tax undeveloped land at its development values," Meyer says, "Guess what? It will be developed."

The Meyers work to improve their forests and to keep intact all the ecosystems that maintain a healthy forest. It's good forest management, good business, good for wildlife, and ultimately, good for Vermont.

But man is a part of the total environmental picture now. And that makes it both a complex problem — and one that's vital to the future of the Northern Forest.



Staying Connected: Why It Is Important



As noted earlier, habitat connectivity is extremely important to wild animals. Not only do individual animals need to be able to move freely to obtain food, mates, and other needs, but in addition, access to large habitat areas helps animals maintain genetic diversity and allows them the ability to migrate northward as their habitats evolve in that direction due to climate change.

Vermont's traditional landscape patterns, which intersperse villages, farms, and forests in such a way that the forest blocks are connected, help entire populations of wildlife stay genetically healthy by intermingling and interbreeding freely. When small populations of bear, for example, are isolated and cannot interbreed, they become weaker genetically and, therefore, more subject to disease. When they can travel easily across the landscape, meet other populations of bear, and breed with them, their genetic makeup is strengthened.

Habitat connectivity thus keeps not only individual animals healthy, it promotes the health of entire populations of a wide variety of animals. It is a major reason that Vermont and the Northeastern Highlands have abundant and healthy wildlife populations today.

Global climate change also poses a threat to the life of wildlife in this region. As concern for climate change has grown, the web of connectivity across the Worcester Range through the Northeastern Highlands has caught the interest of scientists and wildlife advocates. In years ahead, habitats that are now to our south will evolve northward. Plant species and habitats that prefer cooler weather — boreal forests and the like — will gradually reposition themselves to the north, generation by generation.

And with that likely change has come a question: As the habitats favored by northern species like moose and Canada lynx inexorably reposition themselves northward, what will happen to the wildlife species that depend on them?

The Vermont Fish & Wildlife Department, the National Wildlife Federation, and other concerned groups have identified the Worcester Range/Northeastern Highlands Linkage Region, along with other areas throughout New England, as a likely wildlife corridor leading to the east, across the region, and ultimately into forests in Quebec, northern Maine, and the maritime provinces. They believe that because of its orientation and its key location, the range and the region to its east would allow wildlife to migrate to new habitats over time. But this option will prevail only if the existing corridors remain open and relatively unfragmented.

As the habitats favored by northern species like moose and Canada lynx inexorably reposition themselves northward, what will happen to the wildlife species that depend on them?



Ann Ingerson and Dave Brown at their Craftsbury home.

PEOPLE OF THE REGION: Ann Ingerson and Dave Brown

Ann Ingerson and Dave Brown of Craftsbury have built their home — and their life — from the Northern Forest.

Dave is a woodworker and teacher who turns bowls and platters from native hardwoods. He built their home and most of the furniture in it from wood harvested in the forests of Craftsbury, where he and Ann live.

Ann works full time for the Wilderness Society, wrestling with knotty economic problems related to forests, energy, sustainability, and ecology. She also works with the Northern Rivers Land Trust and the Four Winds Nature Institute, a program that promotes environmental education in Vermont elementary schools.

"We're trying to find ways that the economy can work without destroying the ecosystem," Ann says.

Their life reflects their values, which were shaped by their years teaching environmental subjects at nearby Sterling College. For three decades, they have heated their home with wood cut on their own land. Ann's large garden, lambs that they raise, and the game and trout that Dave brings home from his hunting and fishing trips help defray their food costs.

"We tried raising chickens for awhile, but the foxes were too clever," Ann notes. "And we'd rather see the foxes than raise the chickens."

Both enjoy the physical work that they do to provide for themselves. "I just like the feeling of being involved in all the seasons," Dave says. He sugars with a neighbor in the spring, cuts firewood and gardens during the summer, and hunts and fishes in season.

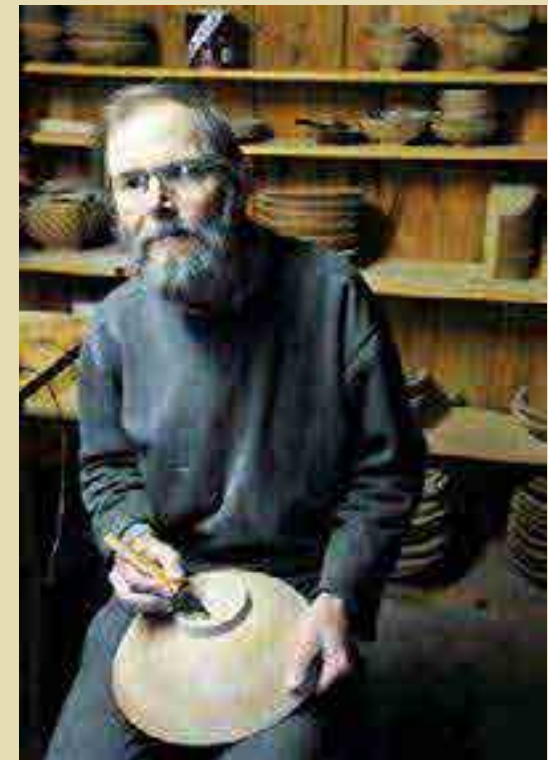
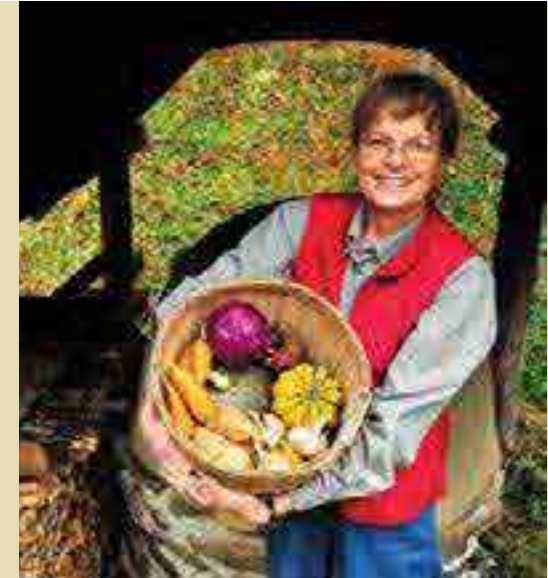
But while they enjoy their life and work, they are concerned about changes they have seen in the natural

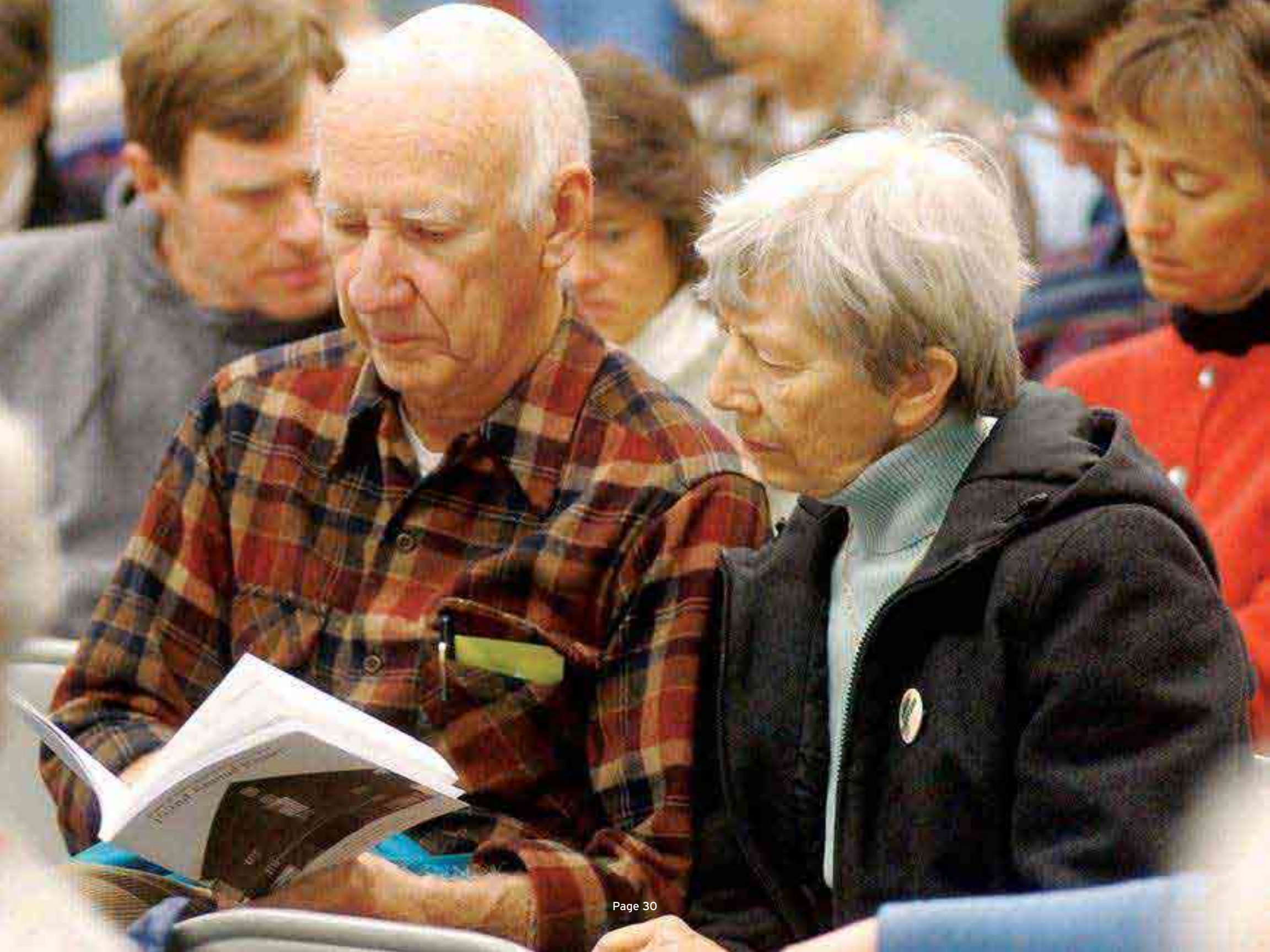
world in the last 30 years. Ann is concerned about the loss of open lands and unbroken forests. She points out that while Vermont is known as the "most rural state in the nation," according to census figures, more and more of the state's forest land is being subdivided for houses and housing developments, and farms are all too often broken up for development. Dave adds that both fishing and hunting have deteriorated. New houses have invaded several grouse covers he used to hunt, and "they used to call the Black River 'Trout Brook,'" he says. "Now you couldn't find a trout in there."

The two are closely connected with their community. For several years, they were members of the Craftsbury Volunteer Fire Department. Ann volunteers for the Craftsbury Forest Committee, and Dave has for many years been director of the Wildbranch Writing Workshop, cosponsored each summer by *Orion* magazine and Sterling College. As he skis to the post office on winter mornings, he is greeted warmly by the neighbors he meets.

"It sounds like we're anti-people, but we're not," Ann says. "It's just that people seem to need that experience — of unbroken stretches of wild lands and forests."

"We're trying to find ways that the economy can work without destroying the ecosystem."





What Will Be Our Response?



It is important to remember that the web of habitat connectivity in our region is a natural system that already exists. We human beings don't have to build this network, but we do need to maintain and protect it.

STAYING CONNECTED is a cooperative initiative that aims to protect wildlife such as black bear, moose, bobcat, fisher, and other species from the effects of forest fragmentation and maintain habitat connectivity, region-wide. State wildlife and transportation agencies are cooperating with a dozen private organizations on the project, which is financed by grants totaling \$1.25 million from the U.S. Fish & Wildlife Service and other sources.

Specific ways of accomplishing the project's goals will be up to local people who live in or near the Worcester Range and the Northeastern Highlands. **STAYING CONNECTED** strongly endorses local control and believes each town and each landowner should make their own decisions about the best ways to protect the wildlife living nearby.

Local Decision-Making

STAYING CONNECTED hopes to build support for traditional forest uses, including sustainable forestry and logging, and recreational pursuits such as hunting, fishing, trapping, hiking, and wildlife-watching. These activities can help maintain the ecological integrity of the forest and, done sustainably, can benefit the wildlife that lives there.

A wide range of stewardship options are available to local residents. A particular town may, for example, choose an educational approach, identifying wildlife needs and then noting the value of habitat connectivity in a town plan. Another town may choose a regulatory approach by rewriting town planning and zoning laws to protect core wildlife areas and minimize commercial and residential sprawl. In every instance, local communities would make the choices.

STAYING CONNECTED believes that residents of northern Vermont value wildlife and want to keep it a daily presence in their lives. A variety of strategies will be needed to conserve and enhance connectivity within the region. Public lands and traditional private-sector economies such as sustainable timber-harvesting will both play important roles. The affection for forested lands felt by hunters, hikers, fishermen, trappers, and other outdoorspeople can generate public support for keeping forest land open and unfragmented.

It will take both understanding and work to keep the wild birds and animals of our region a presence in our lives. But the result will be deeply important to the continued vitality of the Northern Forest, to its wildlife, and to the human community that lives within it.

Staying Connected believes that residents of Northern Vermont value wildlife and want to keep it a daily presence in their lives.



For additional information about the Staying Connected Initiative
or for technical assistance from the Vermont Fish & Wildlife
Department, please contact us at

StayingConnectedInitiative@gmail.com

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- Designed by RavenMark, Inc. in Montpelier, Vermont
- Printed by Villanti & Sons Printers in Milton, Vermont
- Written by Tom Slayton

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**AGM COMMON PROPOSAL FORM
PROJECT & ORGANIZATION BUDGET SUMMARY**

Organization Name

Vermont Natural Resources Council

Federal ID #

03-0223731

Fiscal Year End

8/30/2012

Enter Program/Project Name Here

	This Request	Total Project Budget	% to Total Income	Total Organization Budget	% to Total Income
Income Sources					
Government Grants	-	45,190	30.1%	-	0.0%
Foundation and Corporate Grants	50,000	75,000	50.0%	-	0.0%
United Way	-	-	0.0%	-	0.0%
Individual Contributions	-	29,810	19.9%	-	0.0%
Earned Income	-	-	0.0%	-	0.0%
Interest Income	-	-	0.0%	-	0.0%
In-Kind Support	-	-	0.0%	-	0.0%
Other Income	-	-	0.0%	-	0.0%
Total Income	50,000	150,000	100.0%	-	0.0%
Expenses					
Salaries and Wages	47,500	118,325	78.9%	-	0.0%
Employee Benefits and Taxes	-	17,175	11.5%	-	0.0%
Total Personnel Costs	47,500	135,500	90.3%	-	0.0%
Bank/Investment Fees	-	-	0.0%	-	0.0%
Depreciation Expense	-	-	0.0%	-	0.0%
Equipment Rental & Maintenance	-	-	0.0%	-	0.0%
Food Costs	-	-	0.0%	-	0.0%
Fundraising/Development Expenses	-	4,000	2.7%	-	0.0%
Insurance Expense	-	-	0.0%	-	0.0%
Marketing/Advertising	-	-	0.0%	-	0.0%
Postage and Delivery	-	500	0.3%	-	0.0%
Professional Development	-	-	0.0%	-	0.0%
Professional Fees	-	-	0.0%	-	0.0%
Rent and Occupancy	-	-	0.0%	-	0.0%
Supplies and Materials	-	500	0.3%	-	0.0%
Telephone Expense	-	1,000	0.7%	-	0.0%
Travel Expense	2,500	4,500	3.0%	-	0.0%
Printing	-	4,000	2.7%	-	0.0%
Other Expense 2	-	-	0.0%	-	0.0%
Miscellaneous Expenses	-	-	0.0%	-	0.0%
Total Non Personnel Costs	2,500	14,500	9.7%	-	0.0%
Total Expenses	50,000	150,000	100.0%	-	0.0%
Excess of Revenue Over Expenses	-	-	0.0%	-	0.0%

Enter Footnotes Here

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

2010Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code
(except black lung benefit trust or private foundation)**Open to Public
Inspection**Department of the Treasury
Internal Revenue Service

▶ The organization may have to use a copy of this return to satisfy state reporting requirements.

A For the 2010 calendar year, or tax year beginning <u>7/01</u> , 2010, and ending <u>6/30</u> , 2011	
B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	D Employer Identification Number <u>03-0223731</u> E Telephone number <u>802-223-2328</u> G Gross receipts \$ <u>1,091,165.</u>
F Name and address of principal officer: <u>VERMONT NATURAL RESOURCES COUNCIL, INC.</u> <u>9 BAILEY AVENUE</u> <u>MONTPELIER, VT 05602</u>	
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527	
J Website: ▶ <u>WWW.VNRC.ORG</u>	
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶ L Year of Formation: <u>1963 M State of legal domicile: <u>VT</u> </u>	
H(a) Is this a group return for affiliates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all affiliates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If 'No,' attach a list. (see instructions) H(c) Group exemption number ▶	

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: <u>TO PROMOTE THE PRESERVATION, CONSERVATION AND WISE USE OF NATURAL RESOURCES IN THE STATE OF VERMONT TO THE LONG-TERM BENEFIT OF THE CITIZENS AND ENVIRONMENT OF THE STATE. TO EDUCATE THE GENERAL PUBLIC IN REGARD TO THE INTERRELATIONSHIP OF OUR SOILS, WATERS, PLANTS AND</u>			
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.			
	3	Number of voting members of the governing body (Part VI, line 1a)	17	
	4	Number of independent voting members of the governing body (Part VI, line 1b)	17	
	5	Total number of individuals employed in calendar year 2010 (Part V, line 2a)	12	
	6	Total number of volunteers (estimate if necessary)	0	
	7a	Total unrelated business revenue from Part VIII, column (C), line 12	2,528.	
7b	Net unrelated business taxable income from Form 990-T, line 34	450.		
Revenue			Prior Year	Current Year
	8	Contributions and grants (Part VIII, line 1h)	852,467.	691,913.
	9	Program service revenue (Part VIII, line 2g)		
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	74,172.	60,122.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	40,413.	20,091.
	12	Total revenue — add lines 8 through 11 (must equal Part VIII, column (A), line 12)	967,052.	772,126.
	Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	
14		Benefits paid to or for members (Part IX, column (A), line 4)		
15		Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	733,167.	593,777.
16a		Professional fundraising fees (Part IX, column (A), line 11e)		
b		Total fundraising expenses (Part IX, column (D), line 25) ▶ <u>50,312.</u>		
17		Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)	240,173.	266,637.
18		Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	973,340.	860,414.
19	Revenue less expenses. Subtract line 18 from line 12	-6,288.	-88,288.	
Net Assets or Fund Balances			Beginning of Current Year	End of Year
	20	Total assets (Part X, line 16)	1,970,545.	2,011,061.
	21	Total liabilities (Part X, line 26)	94,337.	57,071.
22	Net assets or fund balances. Subtract line 21 from line 20	1,876,208.	1,953,990.	

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. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	Signature of officer		Date	
	<u>ELIZABETH COURTNEY</u> Type or print name and title.		<u>EXECUTIVE DIRECTOR</u>	
Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date	Check <input type="checkbox"/> if PTIN self-employed
	<u>LINDA MACLAY, CPA</u>	<u>LINDA MACLAY, CPA</u>		<u>P00202328</u>
	Firm's name ▶ <u>FOTHERGILL SEGALE & VALLEY, CPAS</u>			
	Firm's address ▶ <u>143 BARRE STREET</u> <u>MONTPELIER, VT 05602</u>	Firm's EIN ▶ <u>03-0300841</u> Phone no. <u>(802) 223-6261</u>		

May the IRS discuss this return with the preparer shown above? (see instructions) ☒ Yes ☐ No

Part III Statement of Program Service AccomplishmentsCheck if Schedule O contains a response to any question in this Part III ☒ **X****1** Briefly describe the organization's mission:SEE SCHEDULE O**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 exempt purpose achievements for each of the organization's three largest program services by expenses. Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts 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 \$ 765,644. including grants of \$) (Revenue \$)
TOTAL PROGRAM EXPENSES**4b** (Code:) (Expenses \$ including grants of \$) (Revenue \$)
EDUCATION & PUBLICATIONS: VNRC PUBLISHES A 30+ PAGE ENVIRONMENTAL INFORMATIONAL ONCE
A YEAR, AN ANNUAL REPORT, AND AN ENVIRONMENTAL BULLETIN TWICE A YEAR.**4c** (Code:) (Expenses \$ including grants of \$) (Revenue \$)
OUTREACH: VNRC HAS A FULL-TIME OUTREACH COORDINATOR ON STAFF WHO WORKS ACROSS THE
WATER, LAND USE & FORESTRY PROGRAMS ENGAGING IN THE FOLLOWING: 1. MAINTAIN A
DATABASE 2. SEND OUT TIMELY ALERTS ON ENVIRONMENTAL ISSUES TO INFORM PEOPLE 3.
ORGANIZE LIVING ROOM MEETINGS, HIKES & OTHER EVENTS TO BRING PEOPLE TOGETHER TO
DISCUSS ENVIRONMENTAL ISSUES AND SOLUTIONS.**4d** Other program services. (Describe in Schedule O.) SEE SCHEDULE O(Expenses \$ including grants of \$) (Revenue \$)**4e** Total program service expenses 765,644.

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.	1 X	
2 Is the organization required to complete Schedule B, Schedule of Contributors? (see instructions)	2 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.	3	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.	4 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 Revenue Procedure 98-19? If 'Yes,' complete Schedule C, Part III.	5	
6 Did the organization maintain any donor advised funds or any similar funds or accounts where 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.	6	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 II.	7	X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If 'Yes,' complete Schedule D, Part III.	8	X
9 Did the organization report an amount in Part X, line 21; 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.	9	X
10 Did the organization, directly or through a related organization, hold assets in term, permanent, or quasi-endowments? If 'Yes,' complete Schedule D, Part V.	10 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.	11a 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.	11b	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.	11c	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.	11d X	
e Did the organization report an amount for other liabilities in Part X, line 25? If 'Yes,' complete Schedule D, Part X.	11e	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.	11f	X
12a Did the organization obtain separate, independent audited financial statements for the tax year? If 'Yes,' complete Schedule D, Parts XI, XII, and XIII.	12a	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, XII, and XIII is optional.	12b	X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If 'Yes,' complete Schedule E.	13	X
14a Did the organization maintain an office, employees, or agents outside of the United States?	14a	X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the United States? If 'Yes,' complete Schedule F, Parts I and IV.	14b	X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? If 'Yes,' complete Schedule F, Parts II and IV.	15	X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? If 'Yes,' complete Schedule F, Parts III and IV.	16	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).	17	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.	18	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.	19	X
20 a Did the organization operate one or more hospitals? If 'Yes,' complete Schedule H.	20	X
b If 'Yes' to line 20a, did the organization attach its audited financial statements to this return? Note. Some Form 990 filers that operate one or more hospitals must attach audited financial statements (see instructions).	20b	

Part IV Checklist of Required Schedules (continued)

		Yes	No
21 Did the organization report more than \$5,000 of grants and other assistance to governments and organizations in the United States on Part IX, column (A), line 1? <i>If 'Yes,' complete Schedule I, Parts I and II.</i>	21		X
22 Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? <i>If 'Yes,' complete Schedule I, Parts I and III.</i>	22		X
23 Did the organization answer 'Yes' to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If 'Yes,' complete Schedule J.</i>	23		X
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, and that was issued after December 31, 2002? <i>If 'Yes,' answer lines 24b through 24d and complete Schedule K. If 'No,' go to line 25.</i>	24a		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d Did the organization act as an 'on behalf of' issuer for bonds outstanding at any time during the year?	24d		
25a Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If 'Yes,' complete Schedule L, Part I.</i>	25a		X
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If 'Yes,' complete Schedule L, Part I.</i>	25b		X
26 Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? <i>If 'Yes,' complete Schedule L, Part II.</i>	26		X
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor, or a grant selection committee member, or to a person related to such an individual? <i>If 'Yes,' complete Schedule L, Part III.</i>	27		X
28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):			
a A current or former officer, director, trustee, or key employee? <i>If 'Yes,' complete Schedule L, Part IV.</i>	28a		X
b A family member of a current or former officer, director, trustee, or key employee? <i>If 'Yes,' complete Schedule L, Part IV.</i>	28b		X
c An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If 'Yes,' complete Schedule L, Part IV.</i>	28c		X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If 'Yes,' complete Schedule M.</i>	29	X	
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If 'Yes,' complete Schedule M.</i>	30		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If 'Yes,' complete Schedule N, Part I.</i>	31		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If 'Yes,' complete Schedule N, Part II.</i>	32		X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If 'Yes,' complete Schedule R, Part I.</i>	33		X
34 Was the organization related to any tax-exempt or taxable entity? <i>If 'Yes,' complete Schedule R, Parts II, III, IV, and V, line 1.</i>	34		X
35 Is any related organization a controlled entity within the meaning of section 512(b)(13)?	35		X
a Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If 'Yes,' complete Schedule R, Part V, line 2.</i> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If 'Yes,' complete Schedule R, Part V, line 2.</i>	36		X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If 'Yes,' complete Schedule R, Part VI.</i>	37		X
38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? Note. All Form 990 filers are required to complete Schedule O.	38	X	

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Part V Statements Regarding Other IRS Filings and Tax ComplianceCheck if Schedule O contains a response to any question in this Part V. ☐

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable.	13	
1b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.	0	
1c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?		X
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return.	12	
2b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	X	
Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. (see instructions)			
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	X	
3b	If 'Yes' has it filed a Form 990-T for this year? If 'No,' provide an explanation in Schedule O.	X	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		X
4b	If 'Yes,' enter the name of the foreign country: ▶ See instructions for filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
5b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
5c	If 'Yes,' to line 5a or 5b, did the organization file Form 8886-T?		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible?		X
6b	If 'Yes,' did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	Organizations that may receive deductible contributions under section 170(c).		
7a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	X	
7b	If 'Yes,' did the organization notify the donor of the value of the goods or services provided?	X	
7c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
7d	If 'Yes,' indicate the number of Forms 8282 filed during the year.		
7e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
7f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
7g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
7h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		
8	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?		
9	Sponsoring organizations maintaining donor advised funds.		
9a	Did the organization make any taxable distributions under section 4966?		
9b	Did the organization make a distribution to a donor, donor advisor, or related person?		
10	Section 501(c)(7) organizations. Enter:		
10a	Initiation fees and capital contributions included on Part VIII, line 12.		
10b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		
11	Section 501(c)(12) organizations. Enter:		
11a	Gross income from members or shareholders		
11b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)		
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		
12b	If 'Yes,' enter the amount of tax-exempt interest received or accrued during the year.		
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
13a	Is the organization licensed to issue qualified health plans in more than one state?		
Note. See the instructions for additional information the organization must report on Schedule O.			
13b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans		
13c	Enter the amount of reserves on hand.		
14a	Did the organization receive any payments for indoor tanning services during the tax year?		X
14b	If 'Yes,' has it filed a Form 720 to report these payments? If 'No,' provide an explanation in Schedule O.		

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 in Schedule O. See instructions.Check if Schedule O contains a response to any question in this Part VI ☒ **X****Section A. Governing Body and Management**

		Yes	No
1a Enter the number of voting members of the governing body at the end of the tax year	1a 17		
b Enter the number of voting members included in line 1a, above, who are independent	1b 17		
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee or key employee?	2		X
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3		X
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		X
5 Did the organization become aware during the year of a significant diversion of the organization's assets?	5		X
6 Does the organization have members or stockholders?	6 X		
7a Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	7a		X
b Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b		X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			
a The governing body?	8a X		
b Each committee with authority to act on behalf of the governing body?	8b X		
9 Is there any officer, director or trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If 'Yes,' provide the names and addresses in Schedule O	9		X

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

	Yes	No
10a Does the organization have local chapters, branches, or affiliates?	10a	X
b If 'Yes,' does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?	10b	
11a Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form?	11a X	
b Describe in Schedule O the process, if any, used by the organization to review this Form 990. SEE SCHEDULE O	12a X	
12a Does the organization have a written conflict of interest policy? If 'No,' go to line 13	12a X	
b Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X
c Does the organization regularly and consistently monitor and enforce compliance with the policy? If 'Yes,' describe in Schedule O how this is done	12c	X
13 Does the organization have a written whistleblower policy?	13	X
14 Does the organization have a written document retention and destruction policy?	14	X
15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a The organization's CEO, Executive Director, or top management official. SEE SCHEDULE O	15a X	
b Other officers of key employees of the organization. SEE SCHEDULE O	15b X	
If 'Yes' to line 15a or 15b, describe the process in Schedule O. (See instructions.)		
16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	X
b If 'Yes,' has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?	16b	

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed **NONE**
- 18** Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you make these available. Check all that apply.
- ☐ Own website ☐ Another's website ☒ Upon request
- 19** Describe in Schedule O whether (and if so, how) the organization makes its governing documents, conflict of interest policy, and financial statements available to the public. SEE SCHEDULE O
- 20** State the name, physical address, and telephone number of the person who possesses the books and records of the organization:
- ELIZABETH COURTNEY 9 BAILEY AVENUE MONTPELIER VT 05602 802-223-2328**

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent ContractorsCheck if Schedule O contains a response to any question 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 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 and/or Box 7 of Form 1099-MISC) 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.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

☐ 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 (describe hours for related organizations in Schedule O)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(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			
(1) CAROLYN KEHLER CHAIR	1	X		X				0.	0.	0.
(2) PEREZ EHRICH VICE CHAIR	1	X		X				0.	0.	0.
(3) ROBERT FISKE, JR. TREASURER	1	X		X				0.	0.	0.
(4) JULIE WOLCOTT SECRETARY	1	X		X				0.	0.	0.
(5) PETE LAND DIRECTOR	1	X						0.	0.	0.
(6) CATHLEEN MILLER DIRECTOR	1	X						0.	0.	0.
(7) HUBERT VOGELMANN DIRECTOR	1	X						0.	0.	0.
(8) KINNY PEROT DIRECTOR	1	X						0.	0.	0.
(9) GREG STRONG DIRECTOR	1	X						0.	0.	0.
(10) DON SARGENT DIRECTOR	1	X						0.	0.	0.
(11) ELIZABETH SKARIE DIRECTOR	1	X						0.	0.	0.
(12) SUSAN RITZ DIRECTOR	1	X						0.	0.	0.
(13) MEGAN CAMP DIRECTOR	1	X						0.	0.	0.
(14) DON HOOPER DIRECTOR	1	X						0.	0.	0.
(15) SUSAN ATWOOD-STONE DIRECTOR	1	X						0.	0.	0.
(16) BARBARINA HEYERDAHL DIRECTOR	1	X						0.	0.	0.
(17) ERIC ZENCEY DIRECTOR	1	X						0.	0.	0.

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (cont)

(A) Name and title	(B) Average hours per week (describe hours for related organizations in Sch O)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(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			
(18) ELIZABETH COURTNEY EXECUTIVE DIREC	40			X				74,236.	0.	0.
(19) STEPHANIE MUELLER FINANCE MANAGER	24			X				32,086.	0.	0.
(20) -----										
(21) -----										
(22) -----										
(23) -----										
(24) -----										
(25) -----										
(26) -----										
(27) -----										
(28) -----										
(29) -----										
1b Sub-total								106,322.	0.	0.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								106,322.	0.	0.

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

3 Did the organization list any **former** officer, director or trustee, key employee, or highest compensated employee on line 1a? If 'Yes,' complete Schedule J for such individual

	Yes	No
3		X
4		X
5		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

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

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.

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

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

Part VIII Statement of Revenue

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
CONTRIBUTIONS, GIFTS, GRANTS AND OTHER SIMILAR AMOUNTS	1a Federated campaigns	1a				
	b Membership dues	1b	85,330.			
	c Fundraising events	1c				
	d Related organizations	1d				
	e Government grants (contributions)	1e				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	606,583.			
	g Noncash contributions included in lns 1a-1f: \$		86,527.			
	h Total. Add lines 1a-1f		691,913.			
PROGRAM SERVICE REVENUE	Business Code					
	2a					
	b					
	c					
	d					
	e					
	f All other program service revenue					
	g Total. Add lines 2a-2f					
OTHER REVENUE	3 Investment income (including dividends, interest and other similar amounts)		34,070.			34,070.
	4 Income from investment of tax-exempt bond proceeds					
	5 Royalties					
	6a Gross Rents	(i) Real (ii) Personal				
	b Less: rental expenses					
	c Rental income or (loss)					
	d Net rental income or (loss)					
	7a Gross amount from sales of assets other than inventory	(i) Securities (ii) Other	345,091.			
	b Less: cost or other basis and sales expenses		319,039.			
	c Gain or (loss)		26,052.			
	d Net gain or (loss)		26,052.	26,052.		
	8a Gross income from fundraising events (not including: \$ _____ of contributions reported on line 1c). See Part IV, line 18	a				
	b Less: direct expenses	b				
	c Net income or (loss) from fundraising events					
	9a Gross income from gaming activities. See Part IV, line 19	a				
	b Less: direct expenses	b				
	c Net income or (loss) from gaming activities					
	10a Gross sales of inventory, less returns and allowances	a				
	b Less: cost of goods sold	b				
	c Net income or (loss) from sales of inventory					
Miscellaneous Revenue Business Code						
11a OTHER REVENUE		17,563.	17,563.			
b ADVERTISING		2,528.		2,528.		
c						
d All other revenue						
e Total. Add lines 11a-11d		20,091.				
12 Total revenue. See instructions		772,126.	43,615.	2,528.	34,070.	

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) but are not required to complete columns (B), (C), and (D).

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 governments and organizations in the U.S. See Part IV, line 21.				
2 Grants and other assistance to individuals in the U.S. See Part IV, line 22.				
3 Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16.				
4 Benefits paid to or for members.				
5 Compensation of current officers, directors, trustees, and key employees.	106,322.	89,962.	4,827.	11,533.
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.	0.	0.	0.
7 Other salaries and wages.	444,871.	398,487.	30,321.	16,063.
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions).				
9 Other employee benefits.				
10 Payroll taxes.	42,584.	40,099.	121.	2,364.
11 Fees for services (non-employees):				
a Management.				
b Legal.				
c Accounting.	21,184.	17,184.	4,000.	
d Lobbying.				
e Professional fundraising services. See Part IV, line 17.				
f Investment management fees.	13,006.	13,006.		
g Other.	73,892.	68,549.	1,845.	3,498.
12 Advertising and promotion.	78.	78.		
13 Office expenses.	8,344.	4,960.	1,120.	2,264.
14 Information technology.				
15 Royalties.				
16 Occupancy.	11,349.	10,972.	377.	
17 Travel.	5,013.	4,652.	24.	337.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials.				
19 Conferences, conventions, and meetings.	1,199.	1,074.		125.
20 Interest.				
21 Payments to affiliates.				
22 Depreciation, depletion, and amortization.	27,270.	24,277.	1,404.	1,589.
23 Insurance.	10,393.	10,388.	5.	
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24f. If line 24f amount exceeds 10% of line 25, column (A) amount, list line 24f expenses on Schedule O.)				
a PRINTING AND PUBLICATIONS	20,046.	17,037.		3,009.
b MISCELLANEOUS/MEETINGS	17,806.	17,659.		147.
c REPAIRS & MAINTENANCE	9,816.	9,816.		
d TELEPHONE	8,203.	7,904.		299.
e PROPERTY TAXES	7,984.	7,984.		
f All other expenses	31,054.	21,556.	414.	9,084.
25 Total functional expenses. Add lines 1 through 24f.	860,414.	765,644.	44,458.	50,312.
26 Joint costs. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720). Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				

Part X Balance Sheet

		(A) Beginning of year		(B) End of year
ASSETS	1 Cash — non-interest-bearing	140.	1	
	2 Savings and temporary cash investments	248,936.	2	69,676.
	3 Pledges and grants receivable, net	159,750.	3	100,500.
	4 Accounts receivable, net	21,262.	4	3,263.
	5 Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L		5	
	6 Receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	3,368.	9	5,140.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 601,058.		
	b Less: accumulated depreciation	10b 274,993.	318,756.	10c 326,065.
	11 Investments — publicly traded securities	1,091,423.	11	1,343,999.
	12 Investments — other securities. See Part IV, line 11		12	
	13 Investments — program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	126,910.	15	162,418.
16 Total assets. Add lines 1 through 15 (must equal line 34)	1,970,545.	16	2,011,061.	
LIABILITIES	17 Accounts payable and accrued expenses	94,337.	17	57,071.
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities. Complete Part X of Schedule D		25	
	26 Total liabilities. Add lines 17 through 25	94,337.	26	57,071.
NET ASSETS OR FUND BALANCES	Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 27 through 29 and lines 33 and 34.			
	27 Unrestricted net assets	1,162,196.	27	1,320,201.
	28 Temporarily restricted net assets	714,012.	28	633,789.
	29 Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117, check here <input type="checkbox"/> and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building, or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
33 Total net assets or fund balances.	1,876,208.	33	1,953,990.	
34 Total liabilities and net assets/fund balances.	1,970,545.	34	2,011,061.	

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Part XI Reconciliation of Net AssetsCheck if Schedule O contains a response to any question in this Part XI ☒

1	Total revenue (must equal Part VIII, column (A), line 12)	1	772,126.
2	Total expenses (must equal Part IX, column (A), line 25)	2	860,414.
3	Revenue less expenses. Subtract line 2 from line 1	3	-88,288.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	1,876,208.
5	Other changes in net assets or fund balances (explain in Schedule O) .. SEE . SCHEDULE . O	5	166,070.
6	Net assets or fund balances at end of year. Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B))	6	1,953,990.

Part XII Financial Statements and ReportingCheck if Schedule O contains a response to any question in this Part XII ☐

1	Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____		Yes	No
	If the organization changed its method of accounting from a prior year or checked 'Other,' explain in Schedule O.			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a	X	
b	Were the organization's financial statements audited by an independent accountant?	2b		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?	2c		X
	If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.			
d	If 'Yes' to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued 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			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a		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 in Schedule O and describe any steps taken to undergo such audits.	3b		

BAA

Form 990 (2010)

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

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. ► See separate instructions.

OMB No. 1545-0047

2010

Open to Public
Inspection

Name of the organization

VERMONT NATURAL RESOURCES COUNCIL, INC.

Employer identification number

03-0223731

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 11, 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.)
- 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 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.)
- 10 ☐ An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 11 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or 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 that describes the type of supporting organization and complete lines 11e through 11h.
 - a ☐ Type I
 - b ☐ Type II
 - c ☐ Type III – Functionally integrated
 - d ☐ Type III – Other

e ☐ By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2).

f ☐ If the organization received a written determination from the IRS that is a Type I, Type II or Type III supporting organization, check this box. _____

g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

- (i) A person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the supported organization? _____
- (ii) A family member of a person described in (i) above? _____
- (iii) A 35% controlled entity of a person described in (i) or (ii) above? _____

	Yes	No
11 g (i)		
11 g (ii)		
11 g (iii)		

h Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-9 above or IRC section (see instructions))	(iv) Is the organization in column (i) listed in your governing document?		(v) Did you notify the organization in column (i) of your support?		(vi) Is the organization in column (i) organized in the U.S.?		(vii) Amount of support
			Yes	No	Yes	No	Yes	No	
(A)									
(B)									
(C)									
(D)									
(E)									
Total									

BAA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule A (Form 990 or 990-EZ) 2010

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

Calendar year (or fiscal year beginning in) ▶	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include 'unusual grants'.) ...	828,099.	759,362.	881,346.	854,348.	692,680.	4,015,835.
2 Tax revenues levied for the organization's benefit and either paid to it or expended on its behalf						0.
3 The value of services or facilities furnished by a governmental unit to the organization without charge. ...						0.
4 Total. Add lines 1 through 3 ...	828,099.	759,362.	881,346.	854,348.	692,680.	4,015,835.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f). ...						155,724.
6 Public support. Subtract line 5 from line 4.						3,860,111.

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
7 Amounts from line 4.	828,099.	759,362.	881,346.	854,348.	692,680.	4,015,835.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources.	41,950.	35,693.	36,975.	33,435.	34,070.	182,123.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						0.
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.). SEE PART IV. ...	13,579.	14,571.	11,755.	42,244.	20,091.	102,240.
11 Total support. Add lines 7 through 10.						4,300,198.
12 Gross receipts from related activities, etc (see instructions)					12	0.
13 First five 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						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2010 (line 6, column (f) divided by line 11, column (f)).	14	89.8 %
15 Public support percentage from 2009 Schedule A, Part II, line 14.	15	84.1 %
16a 33-1/3% support test – 2010. If the organization did not check the box on line 13, and the line 14 is 33-1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization.	<input checked="" type="checkbox"/>	
b 33-1/3% support test – 2009. If the organization did not check a box on line 13 or 16a, and line 15 is 33-1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization.	<input type="checkbox"/>	
17a 10%-facts-and-circumstances test – 2010. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the 'facts-and-circumstances' test, check this box and stop here. Explain in Part IV how the organization meets the 'facts-and-circumstances' test. The organization qualifies as a publicly supported organization.	<input type="checkbox"/>	
b 10%-facts-and-circumstances test – 2009. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the 'facts-and-circumstances' test, check this box and stop here. Explain in Part IV how the organization meets the 'facts-and-circumstances' test. The organization qualifies as a publicly supported organization.	<input type="checkbox"/>	
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions.	<input type="checkbox"/>	

BAA

Schedule A (Form 990 or 990-EZ) 2010

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

(Complete only if you checked the box on line 9 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

Calendar year (or fiscal yr beginning in) ▶	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
1 Gifts, grants, contributions and membership fees received. (Do not include any 'unusual grants'.)						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose.						
3 Gross receipts from activities that are not an unrelated trade or business under section 513.						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf.						
5 The value of services or facilities furnished by a governmental unit to the organization without charge.						
6 Total. Add lines 1 through 5.						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons.						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year.						
c Add lines 7a and 7b.						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal yr beginning in) ▶	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
9 Amounts from line 6.						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources.						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975.						
c Add lines 10a and 10b.						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on.						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
13 Total support. (Add lns 9, 10c, 11, and 12.)						
14 First five 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.						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

15 Public support percentage for 2010 (line 8, column (f) divided by line 13, column (f)).	15	%
16 Public support percentage from 2009 Schedule A, Part III, line 15.	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2010 (line 10c, column (f) divided by line 13, column (f)).	17	%
18 Investment income percentage from 2009 Schedule A, Part III, line 17.	18	%

19a 33-1/3% support tests – 2010. 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 – 2009. 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 **Supplemental Information.** Complete this part to provide the explanations required by Part II, line 10; Part II, line 17a or 17b; and Part III, line 12. Also complete this part for any additional information. (See instructions).

[illegible]

2010

SCHEDULE A, PART IV - SUPPLEMENTAL INFORMATION PAGE 5

CLIENT 5446

VERMONT NATURAL RESOURCES COUNCIL, INC.

03-0223731

9/01/11

05:51PM

PART II, LINE 10 - OTHER INCOME

NATURE AND SOURCE	2010	2009	2008	2007	2006
OTHER REVENUE	20,091.	42,244.	11,755.	14,571.	13,579.
TOTAL	<u>\$ 20,091.</u>	<u>\$ 42,244.</u>	<u>\$ 11,755.</u>	<u>\$ 14,571.</u>	<u>\$ 13,579.</u>

Schedule B
(Form 990, 990-EZ,
or 990-PF)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

► **Attach to Form 990, 990-EZ, or 990-PF**

OMB No. 1545-0047

2010

Name of the organization

VERMONT NATURAL RESOURCES COUNCIL, INC.

Employer identification number

03-0223731

Organization type (check one):

Filers of:

Form 990 or 990-EZ

Section:

- ☒ 501(c)(3) (enter number) organization
☐ 4947(a)(1) nonexempt charitable trust **not** treated as a private foundation
☐ 527 political organization

Form 990-PF

- ☐ 501(c)(3) exempt private foundation
☐ 4947(a)(1) nonexempt charitable trust treated as a private foundation
☐ 501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

Note. Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

- ☐ For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, \$5,000 or more (in money or property) from any one contributor. (Complete Parts I and II.)

Special Rules

- ☒ For a section 501(c)(3) organization filing Form 990 or 990-EZ, that met the 33-1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), and received from any one contributor, during the year, a contribution of the greater of (1) \$5,000 or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h or (ii) Form 990-EZ, line 1. Complete Parts I and II.
- ☐ For a section 501(c)(7), (8), or (10) organization filing Form 990 or 990-EZ, that received from any one contributor, during the year, aggregate contributions of more than \$1,000 for use *exclusively* for religious, charitable, scientific, literary, or educational purposes, or the prevention of cruelty to children or animals. Complete Parts I, II, and III.
- ☐ For a section 501(c)(7), (8), or (10) organization filing Form 990 or 990-EZ, that received from any one contributor, during the year, contributions for use *exclusively* for religious, charitable, etc, purposes, but these contributions did not aggregate to more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc, purpose. Do not complete any of the parts unless the **General Rule** applies to this organization because it received nonexclusively religious, charitable, etc, contributions of \$5,000 or more during the year. ► \$ _____

Caution: An organization that is not covered by the General Rule and/or the Special Rules does not file Schedule B (Form 990, 990-EZ, or 990-PF) but it **must** answer 'No' on Part IV, line 2 of their Form 990, or check the box on line H of its Form 990-EZ, or on line 2 of its Form 990-PF, to certify that it does not meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

BAA For Paperwork Reduction Act Notice, see the Instructions for Form 990, 990-EZ, or 990-PF.

Schedule B (Form 990, 990-EZ, or 990-PF) (2010)

Name of organization

Employer identification number

VERMONT NATURAL RESOURCES COUNCIL, INC.

03-0223731

Part I Contributors (see instructions.)

(a) Number	(b) Name, address, and ZIP + 4	(c) Aggregate contributions	(d) Type of contribution
1	MARK & SUZANNAH SCHROEDER 2256 VT RTE 109 BELVIDERE, VT 05442	\$ 25,985.	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input checked="" type="checkbox"/> (Complete Part II if there is a noncash contribution.)
2	FREDERICK BUECHNER WIND GAP FARM, 3572 ST RT 315 PAWLET, VT 05761	\$ 25,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
3	LISA STEELE 4209 HARBOR ROAD SHELBURNE, VT 05482	\$ 25,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
4	CINDY BARBER 10 BENNING STREET #230 WEST LEBANON, NH 03784	\$ 20,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)
5	ANONYMOUS _____ _____ _____	\$ 50,412.	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input checked="" type="checkbox"/> (Complete Part II if there is a noncash contribution.)
_____	_____ _____ _____ _____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II if there is a noncash contribution.)

Employer identification number

03-0223731

Part II **Noncash Property** (see instructions.)

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
1	513 SHARES OF HEINZ STOCK		
		\$ 25,985.	12/08/10
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
5	1457 SHARES OF LILLY ELI & CO.		
		\$ 50,412.	3/04/11
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
		\$	

Name of organization

VERMONT NATURAL RESOURCES COUNCIL, INC.

Employer identification number

03-0223731

Part III Exclusively religious, charitable, etc, individual contributions to section 501(c)(7), (8), or (10) organizations aggregating more than \$1,000 for the year. Complete cols (a) through (e) and the following line entry.For organizations completing Part III, enter total of *exclusively* religious, charitable, etc, contributions of **\$1,000 or less** for the year. (Enter this information once. See instructions.)..... \$ N/A

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	N/A		
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee

SCHEDULE C
(Form 990 or 990-EZ)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2010

**Open to Public
Inspection**

For Organizations Exempt From Income Tax Under section 501(c) and section 527

► **Complete if the organization is described below.**

► **Attach to Form 990 or Form 990-EZ. ► See separate instructions.**

Department of the Treasury
Internal Revenue Service

If the organization answered 'Yes,' to Form 990, Part IV, line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered 'Yes,' to Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered 'Yes,' to Form 990, Part IV, line 5 (Proxy Tax) or Form 990-EZ, Part V, line 35a (Proxy Tax), then

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of organization

Employer identification number

VERMONT NATURAL RESOURCES COUNCIL, INC.

03-0223731

Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

1 Provide a description of the organization's direct and indirect political campaign activities in Part IV.

2 Political expenditures ► \$

3 Volunteer hours

Part I-B Complete if the organization is exempt under section 501(c)(3).

1 Enter the amount of any excise tax incurred by the organization under section 4955 ► \$ 0.

2 Enter the amount of any excise tax incurred by organization managers under section 4955 ► \$ 0.

3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? ☐ Yes ☐ No

4a Was a correction made? ☐ Yes ☐ No

b If 'Yes,' describe in Part IV.

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ► \$

2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ► \$

3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b ► \$

4 Did the filing organization file **Form 1120-POL** for this year? ☐ Yes ☐ No

5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-.	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				

BAA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule **C** (Form 990 or 990-EZ) 2010

Part II-A Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).

- A** Check ☐ if the filing organization belongs to an affiliated group.
- B** Check ☐ if the filing organization checked box A and 'limited control' provisions apply.

Limits on Lobbying Expenditures
(The term 'expenditures' means amounts paid or incurred.)

	(a) Filing organization's totals	(b) Affiliated group totals												
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)														
b Total lobbying expenditures to influence a legislative body (direct lobbying)	2,246.													
c Total lobbying expenditures (add lines 1a and 1b)	2,246.	0.												
d Other exempt purpose expenditures	858,168.													
e Total exempt purpose expenditures (add lines 1c and 1d)	860,414.	0.												
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.	154,062.													
<table border="1"> <thead> <tr> <th>If the amount on line 1e, column (a) or (b) is:</th> <th>The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>	If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:													
Not over \$500,000	20% of the amount on line 1e.													
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.													
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.													
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.													
Over \$17,000,000	\$1,000,000.													
g Grassroots nontaxable amount (enter 25% of line 1f)	38,516.	0.												
h Subtract line 1g from line 1a. If zero or less, enter -0-	0.	0.												
i Subtract line 1f from line 1c. If zero or less, enter -0-	0.	0.												
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		<input type="checkbox"/> Yes <input type="checkbox"/> No												

4-Year Averaging Period Under Section 501(h)
 (Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) Total
2a Lobbying non-taxable amount	151,980.	174,196.	169,113.	154,062.	649,351.
b Lobbying ceiling amount (150% of line 2a, column (e))					974,027.
c Total lobbying expenditures	20,473.	40,355.	11,858.	2,246.	74,932.
d Grassroots nontaxable amount	37,995.	43,549.	42,278.	38,516.	162,338.
e Grassroots ceiling amount (150% of line 2d, column (e))					243,507.
f Grassroots lobbying expenditures					0.

BAA

Schedule C (Form 990 or 990-EZ) 2010

Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

	(a)		(b)
	Yes	No	Amount
1 During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a Volunteers?			
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
c Media advertisements?			
d Mailings to members, legislators, or the public?			
e Publications, or published or broadcast statements?			
f Grants to other organizations for lobbying purposes?			
g Direct contact with legislators, their staffs, government officials, or a legislative body?			
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
i Other activities? If 'Yes,' describe in Part IV.			
j Total. Add lines 1c through 1i.			
2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b If 'Yes,' enter the amount of any tax incurred under section 4912.			
c If 'Yes,' enter the amount of any tax incurred by organization managers under section 4912.			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

	Yes	No
1 Were substantially all (90% or more) dues received nondeductible by members?	1	
2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2	
3 Did the organization agree to carryover lobbying and political expenditures from the prior year?	3	

Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) if BOTH Part III-A, lines 1 and 2 are answered 'No' OR if Part III-A, line 3 is answered 'Yes.'

1 Dues, assessments and similar amounts from members.	1	
2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
a Current year	2a	
b Carryover from last year.	2b	
c Total.	2c	
3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	
4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5 Taxable amount of lobbying and political expenditures (see instructions).	5	

Part IV Supplemental Information

Complete this part to provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; and Part II-B, line 1i. Also, complete this part for any additional information.

Part IV	Supplemental Information <i>(continued)</i>
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This image shows a full page of white paper with horizontal dashed lines, typical of primary-ruled notebook paper. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

**SCHEDULE D
(Form 990)**Department of the Treasury
Internal Revenue Service**Supplemental Financial Statements**

- Complete if the organization answered 'Yes,' to Form 990,
Part IV, lines 6, 7, 8, 9, 10, 11, or 12.
► Attach to Form 990. ► See separate instructions.

OMB No. 1545-0047

2010**Open to Public
Inspection**

Name of the organization

Employer identification number

VERMONT NATURAL RESOURCES COUNCIL, INC.

03-0223731

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered 'Yes' to Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate contributions to (during year)		
3 Aggregate 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? ☐ Yes ☐ No

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? ☐ Yes ☐ No

Part II Conservation Easements. Complete if the organization answered 'Yes' to Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply).

<input type="checkbox"/> Preservation of land for public use (e.g., recreation or education)	<input type="checkbox"/> Preservation of an historically important land area
<input type="checkbox"/> Protection of natural habitat	<input type="checkbox"/> Preservation of a certified historic structure
<input type="checkbox"/> Preservation of open space	

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.

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register	2d

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? ☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year ►

7 Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ► \$

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIV, 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' to Form 990, Part IV, line 8.

a If the organization elected, as permitted under SFAS 116 (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 XIV, the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under SFAS 116 (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:

(i) Revenues included in Form 990, Part VIII, line 1 ► \$

(ii) Assets included in Form 990, Part X ► \$

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 SFAS 116 (ASC 958) relating to these items:

a Revenues included in Form 990, Part VIII, line 1 ► \$

b Assets included in Form 990, Part X ► \$

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 are a 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 programs
 e ☐ Other _____

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIV.

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 organization answered 'Yes' to 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 XIV and complete the following table:

	Amount
c Beginning balance.....	1c
d Additions during the year.....	1d
e Distributions during the year.....	1e
f Ending balance.....	1f

2a Did the organization include an amount on Form 990, Part X, line 21? ☐ Yes ☐ No

b If 'Yes,' explain the arrangement in Part XIV.

Part V Endowment Funds. Complete if the organization answered 'Yes' to 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.....	200,000.	200,000.	0.		
b Contributions.....					
c Net investment earnings, gains, and losses.....	22,976.	11,790.			
d Grants or scholarships.....					
e Other expenditures for facilities and programs.....	18,157.	11,790.			
f Administrative expenses.....					
g End of year balance.....	204,819.	200,000.	0.		

2 Provide the estimated percentage of the year end balance held as:

- a Board designated or quasi-endowment ▶ 100.00 %
 b Permanent endowment ▶ %
 c Term endowment ▶ %

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.....	3a(i) X	
(ii) related organizations.....	3a(ii)	X
b If 'Yes' to 3a(ii), are the related organizations listed as required on Schedule R?.....	3b	X

4 Describe in Part XIV the intended uses of the organization's endowment funds. SEE PART XIV

Part VI Land, Buildings, and Equipment. See Form 990, Part X, line 10.

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land.....				
b Buildings.....	477,984.		184,973.	293,011.
c Leasehold improvements.....				
d Equipment.....	2,294.		1,720.	574.
e Other.....	120,780.		88,300.	32,480.
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c).)				326,065.

BAA

Schedule D (Form 990) 2010

Part VII Investments—Other Securities. See Form 990, Part X, line 12. N/A

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other		
(A) _____		
(B) _____		
(C) _____		
(D) _____		
(E) _____		
(F) _____		
(G) _____		
(H) _____		
(I) _____		
Total. (Column (b) must equal Form 990, Part X, column (B) line 12.)		

Part VIII Investments—Program Related. (See Form 990, Part X, line 13) N/A

(a) Description of investment type	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		
Total. (Column (b) must equal Form 990, Part X, column (B) line 13.)		

Part IX Other Assets. (See Form 990, Part X, line 15)

(a) Description	(b) Book value
(1) CASH EQUIVALENTS	162,385.
(2) DUE FROM EMPLOYEES	33.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
Total. (Column (b) must equal Form 990, Part X, column (B), line 15)	162,418.

Part X Other Liabilities. (See Form 990, Part X, line 25)

(a) Description of liability	(b) Amount
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
(11)	
Total. (Column (b) must equal Form 990, Part X, column (B) line 25)	

2. FIN 48 (ASC 740) Footnote. In Part XIV, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740).

Part XI Reconciliation of Change in Net Assets from Form 990 to Audited Financial Statements

N/A

1	Total revenue (Form 990, Part VIII, column (A), line 12)	
2	Total expenses (Form 990, Part IX, column (A), line 25)	
3	Excess or (deficit) for the year. Subtract line 2 from line 1	
4	Net unrealized gains (losses) on investments	
5	Donated services and use of facilities	
6	Investment expenses	
7	Prior period adjustments	
8	Other (Describe in Part XIV)	
9	Total adjustments (net). Add lines 4 through 8	
10	Excess or (deficit) for the year per audited financial statements. Combine lines 3 and 9	

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

N/A

1	Total revenue, gains, and other support per audited financial statements	1	
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains on investments	2a	
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV)	2d	
e	Add lines 2a through 2d	2e	
3	Subtract line 2e from line 1	3	
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investments expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	

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

N/A

1	Total expenses and losses per audited financial statements	1	
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIV)	2d	
e	Add lines 2a through 2d	2e	
3	Subtract line 2e from line 1	3	
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investments expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	

Part XIV Supplemental Information

Complete this part to 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, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b. Also complete this part to provide any additional information.

PART V, LINE 4 - INTENDED USES OF ENDOWMENT FUND**RESERVE FOR FUTURE OPERATING EXPENSES DURING CASH FLOW SHORTAGES.**

Part XIV Supplemental Information (continued)

This image shows a full page of a handwriting practice worksheet. It consists of multiple rows of horizontal dashed lines spaced evenly apart, providing a guide for letter height and placement. The background is plain white, and there are no margins or additional markings.

**SCHEDULE M
(Form 990)**

Department of the Treasury
Internal Revenue Service

Noncash Contributions

- **Complete if the organizations answered 'Yes'**
on Form 990, Part IV, lines 29 or 30.
► **Attach to Form 990.**

OMB No. 1545-0047

2010

**Open To Public
Inspection**

Name of the organization

VERMONT NATURAL RESOURCES COUNCIL, INC.

Employer identification number

03-0223731

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.....	X	4	86,527.	
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.....				
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 Archeological artifacts.....				
25 Other ► (.....)				
26 Other ► (.....)				
27 Other ► (.....)				
28 Other ► (.....)				

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

29

30a During the year, did the organization receive by contribution any property reported in Part I, lines 1-28 that it must hold for at least three years from the date of the initial contribution, and which is not required to be used for exempt purposes for the entire holding period?.....

b If 'Yes,' describe the arrangement in Part II.

31 Does the organization have a gift acceptance policy that requires the review of any non-standard contributions?.....

32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?.....

b If 'Yes,' describe in Part II.

33 If the organization did not report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.

Yes No

	Yes	No
30 a		X
31	X	
32 a		X

BAA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule M (Form 990) 2010

Part II **Supplemental Information.** Complete this part to provide the information required by Part I, lines 30b, 32b, and 33. Also complete this part for any additional information.

Department of the Treasury
Internal Revenue Service

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 990-EZ.

Open to Public
Inspection

Name of the organization

Employer identification number

VERMONT NATURAL RESOURCES COUNCIL, INC.

03-0223731

FORM 990, PART III, LINE 1 - ORGANIZATION MISSION

TO PROMOTE THE PRESERVATION, CONSERVATION AND WISE USE OF NATURAL RESOURCES IN THE
STATE OF VERMONT TO THE LONG-TERM BENEFIT OF THE CITIZENS AND ENVIRONMENT OF THE
STATE. TO EDUCATE THE GENERAL PUBLIC IN REGARD TO THE INTERRELATIONSHIP OF OUR
SOILS, WATERS, PLANTS AND ANIMALS, THEIR EFFECTS ON HUMANS, AND HUMANS' EFFECT ON
THEM.

FORM 990, PART III, LINE 4D - OTHER PROGRAM SERVICES DESCRIPTION

RESOURCE CONSERVATION & PROTECTION: VNRC RESPONDS TO A VARIETY OF ENVIRONMENTAL AND
CONSERVATION ISSUES EACH YEAR; THIS INVOLVES ASSESSMENTS OF THE ISSUE AND A
DETERMINATION OF HOW TO RESPOND MOST EFFECTIVELY. TECHNICAL ASSISTANCE MAY BE
UTILIZED.

ENVIRONMENTAL ADVOCACY: VNRC DEVOTES TIME & ENERGY TO ADVOCATING FOR THE
ENVIRONMENT IN THE STATE LEGISLATURE, AS WELL AS MONITORING THE ENVIRONMENTAL
PROGRAMS OF THE EXEC. OFFICE OF VERMONT AND FEDERAL GOVERNMENTS.

FORM 990, PART VI, LINE 11B - FORM 990 REVIEW PROCESS

THE BOARD REVIEWS THE 990 AND GIVES DOCUMENT FULL APPROVAL BEFORE FILING.

FORM 990, PART VI, LINE 15A - COMPENSATION REVIEW & APPROVAL PROCESS FOR CEO, EXEC. DIR., OR TOP MGT

COMPENSATION FOR EXEC. DIRECTOR IS REVIEWED AND APPROVED BY BOARD INCLUDING
COMPARABLE DATA.

FORM 990, PART VI, LINE 15B - COMPENSATION REVIEW & APPROVAL PROCESS FOR OFFICERS & KEY EMPLOYEES

STAFF COMPENSATION IS DECIDED UPON BY THE EXECUTIVE DIRECTOR, WHO REVIEWS SURVEYS OF
NOT-FOR-PROFIT ORGANIZATION SALARIES AND BENEFITS, PROVIDED BY THE STATE
ENVIRONMENTAL LEADERSHIP PROJECT AND/OR NOONMARK READER. THE EXECUTIVE DIRECTOR'S
COMPENSATION IS DECIDED UPON BY THE BOARD OF DIRECTORS, WHO REVIEW SIMILAR

Name of the organization	Employer identification number
VERMONT NATURAL RESOURCES COUNCIL, INC.	03-0223731

FORM 990, PART VI, LINE 15B - COMPENSATION REVIEW & APPROVAL PROCESS FOR OFFICERS & KEY EMPLOYEES
DOCUMENTS.

FORM 990, PART VI, LINE 19 - OTHER ORGANIZATION DOCUMENTS PUBLICLY AVAILABLE

ALL GOVERNING DOCUMENTS, POLICIES AND FINANCIAL STATEMENTS ARE AVAILABLE TO THE
PUBLIC AT THE VERMONT NATURAL RESOURCES COUNCIL'S OFFICE UPON REQUEST.

2010

SCHEDULE O - SUPPLEMENTAL INFORMATION

PAGE 1

CLIENT 5446

VERMONT NATURAL RESOURCES COUNCIL, INC.

03-0223731

9/01/11

05:51PM

FORM 990, PART XI, LINE 5

OTHER CHANGES IN NET ASSETS OR FUND BALANCES

NET UNREALIZED GAINS OR LOSSES ON INVESTMENTS.....	\$	166,070.
TOTAL	\$	<u>166,070.</u>

9/01/11

05:51PM

BEGINNING NET ASSETS WERE INCREASED BY \$159,750 DUE TO AN OMISSION OF PLEDGE RECEIVABLES.

AS ORIGINALLY FILED:	\$1,716,458
PLEDGE RECEIVABLES	159,750

AS ADJUSTED	\$1,876,208
	=====

Depreciation and Amortization
(Including Information on Listed Property)

OMB No. 1545-0172

2010Attachments
Sequence No. **67**

▶ See Separate Instructions.

▶ Attach this form to your return.

Name(s) shown on return

VT NATURAL RESOURCES COUNCIL

Business or activity to which this form relates

Identifying number

03-022373/**Part I Election to Expense Certain Property Under Section 179****Note:** If you have any "listed property", complete Part V before you complete Part I.

1	Maximum amount (see instructions)	1	500,000
2	Total cost of section 179 property placed in service (see instructions)	2	35,321
3	Threshold cost of section 179 property before reduction in limitation (see instructions)	3	2,000,000
4	Reduction in limitation. Subtract line 3 from line 2. If zero or less, enter -0-	4	
5	Dollar limitation for tax year. Subtract line 4 from line 1. If zero or less, enter -0-. If married filing separately, see instructions	5	500,000
6	(a) Description of property	(b) Cost (business use only)	(c) Elected cost
7	Listed property. Enter the amount from line 29	7	
8	Total elected cost of section 179 property. Add amounts in column (c), lines 6 and 7	8	
9	Tentative deduction. Enter the smaller of line 5 or line 8	9	
10	Carryover of disallowed deduction from line 13 of your 2009 Form 4562	10	0
11	Business income limitation. Enter the smaller of business income (not less than zero) or line 5 (see instructions)	11	500,000
12	Section 179 expense deduction. Add lines 9 and 10, but do not enter more than line 11	12	0
13	Carryover of disallowed deduction to 2011. Add lines 9 and 10, less line 12	13	

Note: Do not use Part II or Part III below for listed property. Instead, use Part V.**Part II Special Depreciation Allowance and Other Depreciation (Do not include listed property.) (See instructions.)**

14	Special depreciation allowance for qualified property (other than listed property) placed in service during the tax year (see instructions)	14	
15	Property subject to section 168(f)(1) election	15	
16	Other depreciation (including ACRS)	16	27,268

Part III MACRS Depreciation (Do not include listed property.) (See instructions.)**Section A**

17	MACRS deductions for assets placed in service in tax years beginning before 2010	17	
18	If you are electing to group any assets placed in service during the tax year into one or more general asset accounts, check here <input type="checkbox"/>		

Section B - Assets Placed in Service During 2010 Tax Year Using the General Depreciation System

(a) Classification of property	(b) Month and year placed in service	(c) Basis for depreciation (business/investment use only—see instructions)	(d) Recovery period	(e) Convention	(f) Method	(g) Depreciation deduction
19a 3-year property			3 yrs.	HY		
b 5-year property			5 yrs.	HY		
c 7-year property			7 yrs.	HY		
d 10-year property			10 yrs.	HY		
e 15-year property			15 yrs.	HY		
f 20-year property			20 yrs.	HY		
g 25-year property			25 yrs.	HY	S/L	
h Residential rental property			27.5 yrs.	MM	S/L	
			27.5 yrs.	MM	S/L	
i Nonresidential real property			39 yrs.	MM	S/L	
			39 yrs.	MM	S/L	

Section C - Assets Placed in Service During 2010 Tax Year Using the Alternative Depreciation System

20a Class life					S/L	
b 12-year			12 yrs.		S/L	
c 40-year			40 yrs.	MM	S/L	

Part IV Summary (See instructions.)

21	Listed Property. Enter amount from line 28	21	
22	Total. Add amounts from line 12, lines 14 through 17, lines 19 and 20 in column (g), and line 21. Enter here and on the appropriate lines of your return. Partnerships and S Corporations—see instructions	22	27,268
23	For assets shown above and placed in service during the current year, enter the portion of the basis attributable to section 263A costs	23	

Part V Listed Property (Include automobiles, certain other vehicles, cellular telephones, certain computers, and property used for entertainment, recreation, or amusement.)**Note:** For any vehicle for which you are using the standard mileage rate or deducting lease expense, complete only 24a, 24b, columns (a) through (c) of Section A, all of Section B, and Section C if applicable.**Section A - Depreciation and Other Information (Caution:** See instructions for limits for passenger automobiles.)

24a Do you have evidence to support the business/investment use claimed?				Yes	No	24b If "Yes," is the evidence written?				Yes	No
(a) Type of property (list vehicles first)	(b) Date placed in service	(c) Business/ investment use percentage	(d) Cost or other basis	(e) Basis for depreciation (business/ investment use only)	(f) Recovery period	(g) Method/ Convention	(h) Depreciation Deduction	(i) Elected section 179 cost			
25 Special depreciation allowance for qualified listed property placed in service during the tax year and used more than 50% in a qualified business use (see instructions)								25			
26 Property use more than 50% in a qualified business use:											
		%									
		%									
		%									
27 Property use 50% or less in a qualified business use:											
		%				S/L-					
		%				S/L-					
		%				S/L-					
28 Add amounts in column (h), lines 25 through 27. Enter the total here and on line 21, page 1								28			
29 Add amounts in column (i), line 26. Enter the total here and on line 7, page 1										29	

Section B - Information on Use of Vehicles

Complete this section for vehicles used by a sole proprietor, partner, or other "more than 5% owner," or related person. If you provided vehicles to your employees, first answer the questions in Section C to see if you meet an exception to completing this section for those vehicles.

30 Total bus./investment miles driven during the year (do not include commuting miles) . . .	(a) Vehicle 1		(b) Vehicle 2		(c) Vehicle 3		(d) Vehicle 4		(e) Vehicle 5		(f) Vehicle 6	
31 Total commuting miles driven during the year												
32 Total other personal (non-commuting) miles driven												
33 Total miles driven during the year. Add lines 30 through 32												
34 Was the vehicle available for personal use during off-duty hours?	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
35 Was the vehicle used primarily by a more than 5% owner or related person? . . .												
36 Is another vehicle available for personal use?												

Section C - Questions for Employers Who Provide Vehicles for Use by Their Employees

Answer these questions to determine if you meet an exception to completing Section B for vehicles used by employees who are not more than 5% owners or related persons (see instructions).

	Yes	No
37 Do you maintain a written policy statement that prohibits all personal use of vehicles, including commuting, by your employees?		
38 Do you maintain a written policy statement that prohibits personal use of vehicles, except commuting, by your employees? See the instructions for vehicles used by corporate officers, directors, or 1% or more owners		
39 Do you treat all use of vehicles by employees as personal use?		
40 Do you provide more than five vehicles to your employees, obtain information from your employees about the use of the vehicles, and retain the information received?		
41 Do you meet the requirements concerning qualified automobile demonstration use? (See instructions.)		

Note: If your answer to 37, 38, 39, 40, or 41 is "Yes," do not complete Section B for the covered vehicles.**Part VI Amortization**

(a) Description of costs	(b) Date amortization begins	(c) Amortizable amount	(d) Code section	(e) Amortization period or percentage	(f) Amortization for this year
42 Amortization of costs that begins during your 2010 tax year (see instructions):					
43 Amortization of costs that began before your 2010 tax year.					43
44 Total. Add amounts in column (f). See the instructions for where to report.					44
					765
					765

VERMONT NATURAL RESOURCES COUNCIL, INC.
REVIEW REPORT AND FINANCIAL STATEMENTS

JUNE 30, 2011

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FOTHERGILL SEGALE & VALLEY

Certified Public Accountants



John E. (Jeff) Fothergill, CPA
Michael L. Segale, CPA
Sheila R. Valley, CPA
Teresa H. Kajenski, CPA
Jane M. Burroughs, CPA
Donald J. Murray, CPA

INDEPENDENT ACCOUNTANT'S REVIEW REPORT

September 13, 2011

To the Board of Directors
Vermont Natural Resources Council, Inc.
Montpelier, Vermont

We have reviewed the accompanying statement of financial position of Vermont Natural Resources Council, Inc. (a not-for-profit organization) as of June 30, 2011, and the related statements of activities, cash flows and functional expenses for the year then ended.

A review includes primarily applying analytical procedures to management's financial data and making inquiries of Organization management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements as a whole. Accordingly, we do not express such an opinion.

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America and for designing, implementing, and maintaining internal control relevant to the preparation and fair presentation of the financial statements.

Our responsibility is to conduct the review in accordance with Statements of Standards for Accounting and Review Services issued by the American Institute of Certified Public Accountants. Those standards require us to perform procedures to obtain limited assurance that there are no material modifications that should be made to the financial statements. We believe that the results of our procedures provide a reasonable basis for our report.

Based on our review, we are not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in conformity with accounting principles generally accepted in the United States of America.

Respectfully submitted,

Fothergill Segale & Valley, CPAs

FOTHERGILL SEGALE & VALLEY, CPAs
Vermont Public Accountancy License #110

STATEMENT OF FINANCIAL POSITION

JUNE 30, 2011

ASSETS

CURRENT ASSETS

Cash	\$ 69,676	
Accounts receivable	3,263	
Pledges receivable	69,500	
Due from employees	33	
Prepaid expenses	2,641	
Prepaid awards	2,499	
Total current assets		147,612

PROPERTY AND EQUIPMENT

Building	477,984	
Furniture and equipment	123,074	
	601,058	
Less accumulated deprec./amortization	(274,993)	
Total property and equipment		326,065

OTHER ASSETS

Investments - Legal Fund	648,229	
Investments - General and other	858,155	
Pledges receivables due after one year	31,000	
Total other assets		1,537,384
Total assets		\$ 2,011,061

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES

Accounts payable	\$ 4,855	
Health and dependent care reimbursement plans	1,141	
Accrued wages and taxes	11,333	
Accrued vacation	39,742	
Total current liabilities		57,071

NET ASSETS

Unrestricted		
Designated for endowment purposes	204,819	
Designated for specific purposes	539,612	
Total designated (Note 6)	744,431	
Undesignated	575,770	
Total unrestricted	1,320,201	
Temporarily restricted	633,789	
Total net assets (Exhibit B)		1,953,990
Total liabilities and net assets		\$ 2,011,061

See Accountant's Review Report
and Notes to Financial Statements.

STATEMENT OF ACTIVITIES

YEAR ENDED JUNE 30, 2011

	Unrestricted	Temporarily Restricted	Total
SUPPORT AND REVENUES			
Renewals and gifts	\$ 406,231	\$ 0	\$ 406,231
Grants	10,097	275,585	285,682
Interest/dividends, net of \$13,006 investment exp.	21,064	0	21,064
Unrealized gain on investments	166,070	0	166,070
Realized gain on investments	26,052	0	26,052
Donated services	16,259	0	16,259
Other	20,091	0	20,091
Total	665,864	275,585	941,449
Net assets released from restrictions	355,808	(355,808)	0
Total support and revenues	1,021,672	(80,223)	941,449
EXPENSES			
Program Services			
Water	177,966	0	177,966
Forest, wildlife and public lands	215,983	0	215,983
Sustainable communities	158,820	0	158,820
Energy	204,905	0	204,905
General program services	11,223	0	11,223
Total program services	768,897	0	768,897
Supporting Services			
Administrative	44,458	0	44,458
Development	50,311	0	50,311
Total supporting services	94,769	0	94,769
Total expenses	863,666	0	863,666
CHANGE IN NET ASSETS	158,006	(80,223)	77,783
NET ASSETS - July 1, 2010 (as restated)	1,162,195	714,012	1,876,207
NET ASSETS - June 30, 2011 (Exhibit A)	\$ 1,320,201	\$ 633,789	\$ 1,953,990

STATEMENT OF CASH FLOWS

YEAR ENDED JUNE 30, 2011

CASH FLOWS FROM (TO) OPERATING ACTIVITIES:

Change in net assets	\$ 77,783
Adjustment to reconcile change in net assets to cash provided by operating activities:	
Depreciation and amortization	28,012
Unrealized gain on investments	(166,070)
Realized gain on investments	(26,052)
(Increase) decrease in current assets:	
Accounts receivable	18,005
Pledges receivable	59,250
Prepaid expenses	(1,772)
Increase (decrease) in current liabilities:	
Accounts payable	3,414
Accrued wages and taxes	(23,198)
Other accrued liabilities	(17,482)
Total adjustments	(125,893)
Net cash flows to operating activities	(48,110)

CASH FLOWS FROM (TO) INVESTING ACTIVITIES:

Purchase of equipment/building improvements	(35,321)
Sales of investments	345,091
Purchases of investments	(441,059)
Net cash flows to investing activities	(131,289)

NET DECREASE IN CASH (179,399)

CASH - JULY 1, 2010 249,075

CASH - JUNE 30, 2011 \$ 69,676

SUPPLEMENTAL DISCLOSURES OF CASH FLOW INFORMATION:

Cash paid during the year for:

Interest	\$ 0
Taxes	0

STATEMENT OF FUNCTIONAL EXPENSES

YEAR ENDED JUNE 30, 2011

	Program Services					Supporting Services			Total Functional Expenses	
	Forest		Sustainable Communities			Total Program Services		Total Supporting Services		
	Water	Wildlife & Public Lands	Energy	General	Program Services	Admin.	Development			
EXPENSES										
Wages	\$ 128,438	\$ 128,082	\$ 101,862	\$ 120,009	\$ 10,058	\$ 488,449	\$ 35,148	\$ 27,596	\$ 62,744	\$ 551,193
Payroll taxes	11,065	9,976	8,498	9,769	791	40,099	121	2,364	2,485	42,584
Equipment maintenance	2,454	2,454	2,454	2,454	0	9,816	377	0	377	10,193
Vehicle lease	1,169	1,169	1,169	1,169	0	4,676	0	0	0	4,676
Insurance	2,597	2,597	2,597	2,597	0	10,388	5	0	5	10,393
Licenses and dues	766	861	1,734	536	0	3,897	30	0	30	3,927
Office supplies	1,037	1,849	1,037	1,037	0	4,960	1,120	2,264	3,384	8,344
Postage	303	310	362	368	0	1,343	88	5,448	5,536	6,879
Printing and artwork	2,838	3,055	3,217	11,977	0	21,087	0	3,009	3,009	24,096
Professional services	5,200	26,081	12,910	30,563	0	74,754	1,845	3,498	5,343	80,097
Rent and facilities	2,743	2,743	2,743	2,743	0	10,972	0	0	0	10,972
Advertising	26	0	26	26	0	78	0	0	0	78
Subscriptions/publications	1,778	1,900	1,964	1,778	0	7,420	180	59	239	7,659
Property taxes	1,996	1,996	1,996	1,996	0	7,984	0	0	0	7,984
Telephone	1,975	1,936	1,954	2,039	0	7,904	0	299	299	8,203
Staff training	279	355	235	205	0	1,074	0	125	125	1,199
Interns	417	417	417	417	0	1,668	0	0	0	1,668
Travel	1,113	1,527	844	1,148	20	4,652	24	337	361	5,013
Special events	(855)	2,339	1,402	1,390	0	4,276	0	3,569	3,569	7,845
Accounting	4,296	4,296	4,296	4,296	0	17,184	4,000	0	4,000	21,184
Miscellaneous, meetings	1,642	14,151	1,018	848	0	17,659	0	147	147	17,806
Electricity	695	695	695	695	0	2,780	0	0	0	2,780
Bank fees	375	375	375	375	0	1,500	116	8	124	1,624
Depreciation	5,619	6,819	5,015	6,470	354	24,277	1,404	1,588	2,992	27,269
Total expenses	\$ 177,966	\$ 215,983	\$ 158,820	\$ 204,905	\$ 11,223	\$ 768,897	\$ 44,458	\$ 50,311	\$ 94,769	\$ 863,666

See Accountant's Review Report
and Notes to Financial Statements.

VERMONT NATURAL RESOURCES COUNCIL, INC.
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2011

Vermont Natural Resources Council, Inc. (the Council) was formed to protect Vermont's natural resources and environment for present and future generations through research, policy analysis, education, and advocacy. The Council provides the following program services:

Water - As Vermont continues to grow, pollution run off increases and the stress on our groundwater resources grows due both to development and erratic weather patterns caused by climate change; we need to ensure that we use all available tools to protect Vermont's water resources. Key to protecting our water resources is to increase public awareness of the importance of and threats to Vermont's groundwater.

Forest, wildlife and public lands - Advance policies and strategies to promote forestland conservation for sustainable forest management, carbon sequestration and storage, wildlife habitat, ecosystem services, and our working landscape.

Sustainable communities - This campaign will put in place the policies, programs and tools needed to enable Vermont communities to confront the challenges of the 21st century, including climate change, energy depletion, sprawling development patterns, and the erosion of community vitality due to national and global economic pressures.

Energy - The Council helps to build a more informed and involved public which actively advances creative tools and proven strategies to reduce greenhouse gas emissions. By working with key partners to organize local energy committees in strategic communities across Vermont, by collaborating with an increasingly diversified stratum of Vermonters and by cultivating greater leadership from the grassroots to the State House and beyond, VNRC helps Vermont save energy, curb greenhouse gas emissions and move towards a cleaner, greener, renewable energy future.

General - The Council provides general services to protect Vermont's natural resources that aren't specific to one of the above four programs.

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The significant accounting policies followed are described below to enhance the usefulness of the financial statements to the reader.

Basis of Accounting

The accompanying financial statements are presented using the accrual basis of accounting.

Basis of Presentation

The financial statement presentation follows the recommendations of the Financial Accounting Standards Board in accordance with Accounting Standards Codification. Under these standards, the Council is required to report information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets. The Council did not have any permanently restricted net assets as of June 30, 2011.

VERMONT NATURAL RESOURCES COUNCIL, INC.
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2011
(Continued)

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Cash Equivalents

The Council considers all liquid investments with a maturity of three months or less to be cash equivalents.

Investments

Marketable securities are carried at fair value. Donated investments are recorded at their fair value on the date of receipt.

The Council has applied the provisions of SFAS 157 “Fair Value Measurement” (now FASB ASC 820-10). This provision provides fair value measurement and disclosure principles for certain financial and non-financial assets and liabilities. For the Council, this affects its investments and certain disclosures regarding them. It does not affect the measurement of the investments, which continue to be reflected at fair value.

Accounts Receivable

The Council uses the direct write-off method to record bad debts for trade receivables. All receivables at June 30, 2011 are considered collectible.

Contributions

Financial statement presentation follows the recommendations of the Financial Accounting Standards Board in accordance with Accounting Standards Codifications regarding contributions. Contributions that are restricted by the donor are reported as increases in unrestricted net assets if the restrictions expire in the fiscal year in which the contribution was made. All other donor-restricted contributions are reported as increases in temporarily or permanently restricted net assets, depending on the nature of the restrictions. When a restriction expires, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions.

Donated Property and Services

Donated assets, if any, are recorded at their fair value at date of gift, if determinable.

Property and Equipment

Property and equipment costing in excess of \$500 and having an estimated useful life of one year or more are capitalized at cost and depreciated using the straight line method over the estimated useful lives. The estimated useful lives are as follows:

Buildings and improvements	40 years
Furniture and equipment	5 – 10 years
Vehicles	5 years

VERMONT NATURAL RESOURCES COUNCIL, INC.
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2011
(Continued)

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Taxes

Vermont Natural Resources Council, Inc. is a not-for-profit organization and is exempt from Federal and State income taxation under Section 501(c)(3) of the Internal Revenue Code on exempt function income. As required, the Council files Form 990-T with the Internal Revenue Service to report non-exempt function income in years where reportable income exceeds the threshold for filing. There was \$68 of tax due for the year ended June 30, 2011.

Expense Allocation

The costs of providing various programs and other activities have been summarized on a functional basis in the Statement of Activities and in the Statement of Functional Expenses. Accordingly, certain costs have been allocated among the programs and supporting services benefited.

NOTE 2 – CASH

The Council's cash accounts consisted of the following at June 30, 2011:

Bank balance - all FDIC insured	\$ 70,517
Reconciling items	(841)
Total book balance	<u>\$ 69,676</u>

The difference between the book and bank balance is due to outstanding checks.

NOTE 3 – PLEDGES RECEIVABLE

At June 30, 2011, pledges receivable were as follows:

Unrestricted - Fund for the Future	<u>\$ 100,500</u>
------------------------------------	-------------------

The pledges are to be received as follows:

Fiscal year 2012	\$ 69,500
Fiscal year 2013	15,450
Fiscal year 2014	<u>15,550</u>
Total pledges receivable	<u>\$ 100,500</u>

VERMONT NATURAL RESOURCES COUNCIL, INC.
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2011
(Continued)

NOTE 4 – INVESTMENTS

The cost and fair value at June 30, 2011 is as follows:

	Cost	Fair Value	Fair Value Over (Under) Cost	Unreal. Loss Greater Than 12 Months
U.S. Gov. obligations	\$ 86,468	\$ 97,345	\$ 10,877	\$ 0
Bonds	264,570	280,890	16,320	0
Stocks	669,854	812,814	142,960	0
Other	154,960	152,950	(2,010)	0
Cash equivalents	162,385	162,385	0	0
Total	<u>\$ 1,338,237</u>	<u>\$ 1,506,384</u>	<u>\$ 168,147</u>	<u>\$ 0</u>

For the year ended June 30, 2011 unrealized gains were \$166,070 for an accumulated unrealized gain of \$168,147.

The fair value of the investments above was obtained from the brokerage holding the securities and is deemed to be valued at “Level 1” – quoted prices in an active market.

NOTE 5 – TEMPORARILY RESTRICTED NET ASSETS

Temporarily restricted net assets represent contributions and grants made with donor imposed restrictions. The balance of the temporarily restricted net assets at June 30, 2011 is as follows:

Smarth Growth Vermont	\$ 445
Johnson - Transportation	4,979
Forest:	
Biomass	2,790
US Forest Service - Critical Pathway	843
NWF - FWC	1,790
NFF-FWC	7,802
Energy:	
Biomass	2,790
GMCR	13,311
High Meadows	10,380
Block	11,242
VEIC - conference	6,500
VEIC - tech. assistance	6,477
General:	
B&J Comprehensive Energy Plan	675
VCF General	1,796
Legal	561,969
Total	<u>\$ 633,789</u>

VERMONT NATURAL RESOURCES COUNCIL, INC.
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2011
(Continued)

NOTE 6 – DESIGNATED NET ASSETS

Designated net assets represent funds that are earmarked by the Board for specific purposes. The balance of designated net assets at June 30, 2011 is as follows:

Endowment	\$ 204,819
Fund for the future	431,613
Albright Fund	51,931
Red Arnold	24,944
Act 250	31,124
	<hr/>
Total	<u>\$ 744,431</u>

NOTE 7 – OPERATING LEASES

In November 2007, the Council entered into an operating lease for a copier. Future minimum lease payments are \$1,413 for fiscal year 2012.

In November 2005, the Council entered into an operating lease for a mailing machine and scale. Future minimum lease payments are as follows:

FY 2012	\$ 891
FY 2013	891
FY 2014	891
FY 2015	891
FY 2016	891
	<hr/>
Total	<u>\$ 4,455</u>

In March 2009, the Council entered into a lease agreement for a vehicle. Future minimum lease payments are as follows:

FY 2012	<u>\$ 1,873</u>
---------	-----------------

Lease expense during fiscal year 2011 was \$7,323.

NOTE 8 – LOBBYING EXPENSE

Lobbying expenses totaling \$2,246 are included in various program services on Exhibit B as they are an integral component of the mission and programs of the Council as follows:

Water	\$ 325
Forest	1,052
Energy	399
Sustainable communities	470
	<hr/>
Total	<u>\$ 2,246</u>

VERMONT NATURAL RESOURCES COUNCIL, INC.
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2011
(Continued)

NOTE 9 – LINE OF CREDIT

The Council has a line of credit of \$100,000 with the Vermont State Employees Credit Union at a rate of 1% over Wall Street Journal Prime Rate. The credit line matures on May 13, 2012. No funds have been drawn on that line of credit.

NOTE 10 - DONATED SERVICES

The value of donated services and items included as in-kind contributions in the financial statements for the year ended June 30, 2011 are as follows:

	Energy	Water	Forest	Sustainable Communities	Total
Prof. services	\$ 0	\$ 0	\$ 0	\$ 6,205	\$ 6,205
Special events	1,501	1,501	1,501	1,501	6,004
Printing & art	1,012	1,012	1,013	1,013	4,050
Total	<u>\$ 2,513</u>	<u>\$ 2,513</u>	<u>\$ 2,514</u>	<u>\$ 8,719</u>	<u>\$ 16,259</u>

NOTE 11 – CONTINGENCY

The Council receives grant funds which are subject to be returned to the grantor if funds are not used for the purposes outlined in the grant agreement. The Council anticipates all grant funds to be used as outlined in the grant agreement and therefore does not anticipate any grant funds will need to be returned to the grantor.

NOTE 12 – RESTATEMENT OF NET ASSETS

The Council had received pledges for Fund for the Future donations for which the pledges receivable and corresponding donations had not been recorded. The beginning net assets as of July 1, 2010 have been restated to correctly reflect the change to net assets as follows:

	Unrestricted	Temporarily Restricted	Total
Net assets - as originally stated	\$ 1,002,445	\$ 714,012	\$ 1,716,457
Prior Period Adjustments			
Fund for the Future pledges outstanding	159,750	0	159,750
Net assets - restated	<u>\$ 1,162,195</u>	<u>\$ 714,012</u>	<u>\$ 1,876,207</u>

VERMONT NATURAL RESOURCES COUNCIL, INC.
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2011
(Continued)

NOTE 13 – ENDOWMENT FUND

Board-designated Endowment

In 2002, the Board of Directors had designated \$200,000 of unrestricted net assets as a general endowment fund to support the mission of the Council. Since that amount resulted from an internal designation and is not donor-restricted, it is classified and reported as unrestricted net assets.

The Council has a spending policy of appropriating for distribution each year 4 to 5% of its board-designated endowment fund's fair value in the spring of the fiscal year in which the distribution is planned. In establishing this policy, the Council considered the long-term expected investment return on its endowment. Accordingly, over the long term, the Organization expects the current spending policy to allow its general endowment fund to remain approximately \$200,000.

The Council has adopted an investment policy that attempts to maximize total return consistent with an acceptable level of risk. Endowment assets are invested in a well diversified asset mix, which includes corporate bonds, money market funds and U.S. government securities. Investment risk is measured in terms of the total endowment fund; investment assets and allocation between asset classes and strategies are managed to not expose the fund to unacceptable levels of risk.

Composition of and changes in endowment net assets for the year ended June 30, 2011 were as follows:

Board-designated endowment net assets, beginning of year	\$ 200,000
Net investment income	25,137
Amounts appropriated for expenditure	<u>(20,318)</u>
Board-designated endowment net assets, end of year	<u><u>\$ 204,819</u></u>

NOTE 14 – SUBSEQUENT EVENT

Management has evaluated subsequent events through September 13, 2011, the date which the financial statements were available for issue.

In July 2011, the Council is acquiring the assets of Smart Growth Vermont, another non-profit organization. The assets are estimated at approximately \$68,000 and consist of unspent grant funds.

Technical Assistance Providers and Project Managers:

Jamey Fidel, Director of Forest and Wildlife Program and General Counsel, VNRC. Jamey has 20 years experience in forest and wildlife conservation. He holds a B.S. in Environmental Studies/Wildlife Biology, UVM, and a law degree and masters in Environmental Law from Vermont Law School. Jamey specializes in working with communities and statewide agencies on forest and wildlife policy, forest management and land use planning.

Brian Shupe, A.I.C.P., Executive Director, VNRC. M.S. Urban and Regional Planning, Florida State University. Formerly Executive Director Mad River Valley Planning District; Director of Planning and Zoning, Stowe, VT; partner with Burnt Rock Inc., Associates in Community Planning. Brian specializes in natural resource protection, land use planning, growth management and sustainable development.

Paul Marangelo, Conservation Ecologist, TNC/VT, responsibilities include landscape modeling assessment and strategy implementation for habitat connectivity, ecological restoration and aquatic ecology. M.S. in Resource Ecology and Management from University of Michigan; B.A. Rutgers College.

Conrad Reining, Eastern Director, Wildlands Network. Conrad works to implement a network of conservation areas in the Northern Appalachians. He is the lead for the Northern Green Mountains and Monitoring and Evaluation projects for the Staying Connected Initiative. Masters Degree in Environmental Mgmt, Yale University.

Phil Huffman, Director of Conservation Programs, TNC/VT, coordinates the SCI partnership in VT. Directs The Nature Conservancy, Vermont Chapter - Staying Connected Initiative in the Northern Appalachians: Phil works on land protection, stewardship, and restoration, and several multi-state, landscape-scale collaborations. B.A. Environmental Studies, Middlebury; Masters degrees in Environmental Studies and Public and Private Mgmt, Yale University.

Jens Hilke works for the Vermont Fish & Wildlife Department as a Conservation Planning Biologist. He helps towns, regional planning commissions and non-governmental organizations with their conservation planning efforts. This includes help with GIS natural resource mapping, advice on prioritizing significant natural features and help with implementing town conservation goals. Jens did his undergraduate work at Connecticut College in Environmental Sociology and then got a Masters in Botany from the University of Vermont as a Field Naturalist.

Kate McCarthy is the Sustainable Communities Program Director at VNRC. Kate is a land use and environmental planner with interests in smart growth and regional planning. Her work at VNRC focuses on building sustainable, compact communities that provide residents with options, while supporting open space and working lands. Her technical assistance experience at VNRC includes helping towns on reduce forest fragmentation and maintaining wildlife connectivity, promoting smart

growth planning, and comprehensive planning for community resilience. Kate holds a Master of Regional Planning from Cornell University, and a B.A. in Cultural Anthropology from Rice University.

VNRC Board of Directors
Fiscal Year 2012 (updated December 14, 2011)
(3-year Term number/year in which term ends)

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Common Proposal Form - Agency Diversity Data

Vermont Natural Resources Council

Stephanie Mueller

August 28, 2012

Board & Staff	Asian				Black				Latino(a)				White				Other				Total			
	F	M	Total	%	F	M	Total	%	F	M	Total	%	F	M	Total	%	F	M	Total	%	F	M	Total	%
Board																								
Chair/President of Board			0	0%			0	0%			0	0%	1		1	8%			0	0%	1	0	1	8%
Other Board Officers			0	0%			0	0%			0	0%	2	1	3	25%			0	0%	2	1	3	25%
Other Board Members			0	0%			0	0%			0	0%	4	4	8	67%			0	0%	4	4	8	67%
Subtotals	0	0	0	0	0	0	0	0	0	0	0	0	7	5	12	1	0	0	0	0	7	5	12	100%
Management Staff																								
Executive Director			0	0%			0	0%			0	0%		1	1	100%			0	0%	0	1	1	100%
Other Management or Supervisory Staff			0	0%			0	0%			0	0%			0	0%			0	0%	0	0	0	0%
Subtotals	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	1	1	100%
Other Staff																								
Program Staff			0	0%			0	0%			0	0%	5	2	7	78%			0	0%	5	2	7	78%
Support Staff			0	0%			0	0%			0	0%	1	1	2	22%			0	0%	1	1	2	22%
Subtotals	0	0	0	0	0	0	0	0	0	0	0	0	6	3	9	1	0	0	0	0	6	3	9	100%
Volunteer			0	0%			0	0%			0	0%	14	13	27	100%			0	0%	14	13	27	100%
Subtotals	0	0	0	0	0	0	0	0	0	0	0	0	14	13	27	1	0	0	0	0	14	13	27	100%
Grand Total	0	0	0	0	0	0	0	0	0	0	0	0	27	22	49	1	0	0	0	0	27	22	49	100%
Agency Population			0	0%			0	0%			0	0%			0	0%			0	0%	0	0	0	0%
Program Population Served (if applicable)			0	0%			0	0%			0	0%			0	0%			0	0%	0	0	0	0%

Comments:

VNRC serves all Vermonters and individuals who care about Vermont's and New England's environment. We work to be as inclusive as possible, and strive to hear and consider all perspectives.