



ANNUAL REPORT

LYME LAND CONSERVATION TRUST

2017-18

Dear Friends:

This has been another productive year for the Land Trust. As you will see from the following pages, we have acquired two new properties—the Thach Preserve on a large and beautiful beaver pond off Brush Hill Road, and Riverside, a lovely streamside property along the banks of the Eightmile River just east of the bridge at the former Ed Bill dam on Salem Road.

The year was also chock full of fun, engaging and educational events. And it saw another leap forward in the realization of NaturePlace, an educational venue and program run in one of our most diverse and beautiful preserves—Banningwood.

Our Fiftieth Anniversary is now in the rearview mirror, and we are focused on ensuring that the Lyme Land Trust will remain a vibrant force for conservation in Lyme forever. You're probably thinking that forever is a very long time, and it is. But the obligations we have undertaken to steward the 68 conservation easements we've been granted, as well as the 38 properties we own, exist in perpetuity. Only if we have the financial resources and the continuing support of volunteers in our community will we be able to meet this most important performance parameter in perpetuity.

Today the Land Trust is embarking upon a much more complex undertaking than in the early days of the land conservation movement—indeed than just a few years ago. We must now meet standards in the areas of corporate governance, financial management, land and easement acquisition criteria, stewardship, record keeping, ethics, fundraising, donor accountability and investment management, among others, that have been established by the Land Trust Alliance. Our Policy Manual is now 41 pages long!

These activities require that we raise the funds each year to support our staff and pay the myriad of other expenses required by our extensive operations. You have probably been hearing that our Board is intent on providing for the future financial stability of the Land Trust. Please read about what you can do to help in our Philanthropy Committee Chair Milt Walters' piece in the body of this report.

With our thanks,

John Pritchard
President

DURING THE PAST YEAR the Land Trust added two properties to our conservation rolls. One was the purchase of 11 acres off Brush Hill Road. This was accomplished with a leadership gift from an anonymous donor bolstered by the generosity of many neighbors. In addition, the seller of the parcel came to the Land Trust because she wanted the Land Trust to have first crack at it rather than see it go into development. As a tribute to James Thach's many contributions to open space protection in Lyme, the parcel has been named the Thach Preserve and will be open for hiking, birding, and picnicking in this secluded setting.



Riverside Preserve

Most recently, Barbara David purchased and donated a significant riverside parcel to the Land Trust. With nearly a quarter mile of frontage on the East Branch of the Eightmile River on Salem Road, this piece buffers the river where a dam was removed that was inhibiting fish migration. The Land Trust will be working with Barbara to provide public access while protecting this nationally recognized river resource.

These properties came to our attention from supporters wishing

to see the conservation value of significant lands protected. In almost all cases such as these, much time and deliberation is needed to sort through the various protection strategies that will have permanent implications for future generations. It is the responsibility of the Land Trust to evaluate the merits of each property and assist the potential donor or seller with information as to the different options available to them. Only when a landowner is convinced that working with the Land Trust is in their family's and the land's best interest can we formulate the desired outcome that serves all parties involved. These decisions cannot be rushed and sometimes many years go by before the fate of a particular property is decided.

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our preservation chair

ANTHONY IRVING

In all cases the Land Trust depends on the caring and commitment of landowners when it comes to land protection. It is the sharing of these goals that makes the relationship between the community and the Land Trust so vital. With this in mind, the Land Trust is always available to answer questions and guide prospective landowners interested in the protection of their family lands for future generations.



From left to right: Curiosity Shop, Diana's Field, Earth Day

WE ARE VERY EXCITED to introduce NaturePlace, an outdoor education center inspired by Diana and Parker Lord. Located in the Banningwood Preserve, the goal of NaturePlace is to encourage unstructured nature exploration with the outdoor experience, while also incorporating relevant educational elements along the trails. While the location aims to be a community-inspired learning center, NaturePlace's main focus will be to foster and enhance local and regional children's curiosity about nature. We have begun work on creating this center by upgrading access roads as well as through educational programming for the local community.

NaturePlace

Many projects are in the works right now. We are restructuring some low and wet crossings along the upper red trail, as well as adding a possible footbridge along this route. Block Design Build is working with our Environmental Director on a platform on higher ground—near a location where Parker Lord found solitude and quiet, while watching birds soaring over Hadlyme. We will call it "Parker's Perch." On the lower red trail, we are working to reinforce certain areas for easier access to Diana's Field, a central area that will host much of our programming.

While these improvements move forward, we are excited to be creating inspiring educational programs at NaturePlace. The Lyme School offers "Curiosity Shop," an afterschool experience, to its students for four Wednesday afternoons in early Spring. This past Spring we hosted each weekly session in NaturePlace and offered a new experience with each visit. We also held our first annual Earth Day event at Diana's Field. It was a wonderful day of fun, games, and programs for the community including a live bird presentation by A Place Called Hope, a curated woodland and freshwater habitat walk with Jim Arrigoni of the Roger Tory Peterson Estuary Center, and a Bug Search in Roaring Brook led by Pat Young, Program Director of the Eightmile River Wild and Scenic Watershed. A grant from Denali and Patagonia helped fund this wonderful day. Reynolds Subaru joined by Ballek's Garden Center assembled and distributed swag bags of native plants, wildflower seeds and frisbees for each child that attended the event. We can't wait to see what Earth Day 2019 will include, and we hope you will join us!

We would love to hear about what type of walks and programs you would like to see at NaturePlace. Have an idea? Send it to stewardship@lymelandtrust.org. Happy Hiking!

WE COMPLETED A MOST SUCCESSFUL 50th anniversary capital campaign, made possible by our members, grantors, volunteers, and the board.

Our 50th Anniversary Capital Campaign goal was \$1,500,000; \$500,000 for Preservation and \$1,000,000 through planned gifts for Endowment. Pledges and contributions exceeded both goals. Preservation grants totaled \$650,000 and planned endowment pledges totaled \$1,600,000 for a grand total of \$2,250,000, or 50% above our initial goal. Not included in these numbers were several anonymous estate pledges.

The Lyme Land Trust Board is committed to building a meaningful Endowment Fund. While paying as you go has worked well through your support, we want to build resources for future generations to sustain our properties in perpetuity. To meet our Anniversary goal, pledges were structured around planned gifts—no cash today, payment later from estates. The \$1,600,000 in pledges included will and IRA/401K beneficiary designations, and five charitable gift annuity purchases. With charitable gift annuity rates the highest in ten

years, three more are in the works right now.

We also were delighted to receive an easement and land donation prior to calendar year's end.

The Preservation goal included funding for the purchase of the Brockway-Hawthorne and Thach Preserves. The funding plan for both was built on a grass-roots community effort, which included significant lead pledges as well as a challenge grant for Brockway-Hawthorne. Installment contributions were offered as well. Over 80 parties pledged or donated funds for the purchases. We are delighted that 30 of them came from new Land Trust members, including eleven that qualified for the President's Circle.

We ended the year with 26 Heritage Society Members who have included the Land Trust in their estate plans. We continue to encourage all members to review their estate plans and to consider including the Lyme Land Trust in those plans. In this way, you will help preserve in perpetuity our majestic vistas, lightly travelled roads, woodlands, vital watersheds, and wildlife, aquatic, and bird habitats for all to enjoy

our philanthropy chair

MILT WALTERS

THIS PAST YEAR OF STEWARDSHIP for the LLCT has seen an upswing of activity both on the ground and behind the scenes.

We had a very stormy winter and spring which motivated us to recruit a dedicated chainsaw brigade and tackle the unusually high number of downed trees in our preserves. Following this initiative, we enlisted some of these sawyers in an intensive full-day Chainsaw Training workshop organized by Connecticut Land Conservation Council. If you are interested in joining the brigade and taking some safety and instructional sawyer courses, please get in touch with our Environmental Director Sue Cope at stewardship@lymelandtrust.org!

Most recently, we had a very fun and successful day of work donated to us by Dominion Energy. We cleared trails throughout our preserves, freed a cedar grove at Walbridge Woodlands, removed old broken bridges and tables at Hartman Park, built half a dozen beautiful cedar picnic tables, and delivered those tables to Hartman, Selden Landing, Pickwick's Preserve and Thach Preserve.

Our Slawson Preserve is part of phase two of a three-phase 10-15 year project to "bring back the bunnies." The project is formally called the "Young Forest Project" and works with

federal, state, local, and private landowners to create 20+-acre rotating parcels of early successional habitat for nearly 30 species of birds and wildlife which would otherwise struggle to thrive. Some animals that need this habitat for their survival include the American Woodcock, Whippoorwill, Bobcat, Appalachian and New England Cottontail, Box Turtle, Wood Turtle, and Green Snake. You can learn more about this project at youngforest.org.

Our newest acquired parcel, the Thach Preserve on Brush Hill, is tentatively scheduled to open this fall and will welcome guests with a short walk to a very scenic and peaceful overlook of a beaver pond and woodland wetland teeming with wildlife activity. A cedar picnic table is in place, and we have already mapped out trails and parking. Keep your eyes peeled for final development activities this September and October, and a grand opening date sometime after that. We can't wait for you to visit!

LLCT will host a full day of training activities for our volunteer stewards in late summer or early fall of 2018. If you are interested in becoming a volunteer steward, we would love to have you join us! You can email Sue Cope, Environmental Director at stewardship@lymelandtrust.org. Now is the time to join!

stewardship committee



From left to right: Mt. Archer work party, Dominion Energy work party, "Young Forest Project" hike, NEMBA work party

TWO MAJOR FACTORS INFLUENCED

the past year's financial performance. We expect most of these costs to be reimbursed through court ordered attorneys' fees awarded. First, a surge in non-discretionary costs for stewarding and defending our portfolio of land drove spending significantly higher. This, however, was largely offset by a court award of prior legal costs involving a long-running litigation case.

Operating revenues, which during the previous five years grew at a double-digit compound annual rate, fell 13% last year to \$450K. Looking at our various revenue streams, the decline was a result of Tour de Lyme's weather-related shortfall and a minor downturn in one-time donations. In contrast, membership dues, our broadest measure of community support, finished near record levels.

At the same time expenses climbed 25%, a sharp increase



our treasurer

.....
GEORGE LOMBARDINO

the Trust's net assets expanded by \$439K.

Our year-end balance sheet shows ample reserves to meet future obligations and to support opportunities as they materialize. Both the Stewardship and Enforcement funds exceed Land Trust Alliance guidelines, and our Endowment fund continues its steady growth.

reflecting the legal disbursements that we expect to recover. (Removing these costs, spending on an adjusted basis was essentially flat.) Additional cost drivers included a rise in compensation stemming from the heavy workload, and outlays for construction at our new preserves to facilitate visitor access. These were "self-financed" through cutbacks in other areas.

Net income, leveraged by the court award, soared above \$222K. Combined with capital funds for the Thach Preserve and remaining pledges for Brockway-Hawthorne,



From left to right: Swallow Cruise, Nehantic State Forest Hike, Youth winners—Land Trusts Photo Contest

THE LYME LAND TRUST HOSTS a variety of events to promote our mission and to enhance respect for our natural surroundings. People from nearby towns joined Lyme residents at our events, walks, and work parties. Members of SECT NEMBA, the New England Mountain Bike Association of Southeast CT, were supportive of several work parties to improve the preserves.

In September, the Land Trust hosted a cruise on the RiverQuest to view the amazing display of migrating swallows.

Inspired by the beauty of the Lyme landscape which has attracted artists for more than one hundred years, a group of *en plein air* artists participated in last fall's sixth annual Paint-Out and Exhibit, co-sponsored by the Lyme Art Association, which featured paintings of the Land Trust's Moulson Pond.

The 82-acre Brockway-Hawthorne Preserve was dedicated with an Opening Ceremony in October, during which CT State Representative Devin Carney presented to the Lyme Land Trust a Proclamation from the State in commemoration of the Trust's fifty years of service to the community. After the ribbon cutting, forest ecologist Tony Irving and geologist Ralph Lewis treated attendees to a short walk to look at the land use history of the preserve.

This year we collaborated for the 12th year with five neighboring land trusts to host the Annual Amateur Land Trust Photo Contest. The contest encourages everyone to go out and take photographs

of the scenic beauty around us. All the impressive entrees were shared at a festive reception in April.

Several walks and work parties on Lyme's preserves were provided throughout the year by Wendolyn Hill. Highlights included two history walks on the Heritage Trail in Hartman Park and a spooky Halloween walk at the Ravine Trail. On April 21, Tony Irving explained our glacial past during a guided tour of a new 125-acre addition to the Nehantic State Forest. For Connecticut Trails Day on June 2, Lisa Wahle, a biologist who works on young forest habitat restoration, Mark LaCasse, Master Wildlife Conservationist, and Emery Gluck, of CT DEEP, led a walk on the Slawson Preserve and adjacent lands to explain phase two of their collaborative effort with the Land Trust to restore young forest habitat to benefit endangered New England Cottontail rabbits and many other species.

Despite the clouds and gloomy forecast, the Tour de Lyme in May was another resounding success attracting hundreds of bicycle riders from all over the country to tour our beautiful landscape.

Our Annual Meeting in June celebrated the service of retired Land Trust Executive Director George Moore and his wife Rosemary. They were presented with a beautifully framed trail marker and map for the newly created George and Rosemary Moore Trail. The new trail, which was named to honor them, uses existing trails to provide a seven-mile scenic loop in the River to Ridgeway Preserves.

our events chair

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WENDOLYN HILL

Statement of Financial Position

as of June 30, 2018

ASSETS	(\$ in 000s)
Assets	
Cash & Equivalents	\$ 783.1
Long-term Investments	1,075.1
Conservation Land	5,723.5
Other Assets	0.9
Total Assets	<u>\$ 7,582.6</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	23.8
Long-term Debt	240.0
Total Liabilities	<u>\$ 263.8</u>
Equity	
Retained Earnings	5,484.4
Fund Balances	
General Fund	319.8
Endowment Fund	499.1
H. Templeton Brown Preservation Fund	547.0
Rufus Barringer Stewardship Fund	246.1
Other Donor-restricted Funds	222.4
Total Equity	<u>\$ 7,318.8</u>
Total Liabilities & Equity	<u>\$ 7,582.6</u>

Statement of Income

July 1, 2017 - June 30, 2018

Operating Revenues	
Membership Dues	\$ 68.2
Donations	181.1
Tour de Lyme	93.9
Other Revenues	107.3
Total Operating Revenues	<u>\$ 450.4</u>
Operating Expenses	
Compensation	\$ 148.4
G & A	3.2
Communications & Events	58.5
Other Operations	222.9
Miscellaneous Expenses	34.9
Total Operating Expenses	<u>\$ 467.9</u>
Other Income/Deductions	<u>240.0</u>
Net Income	<u>\$ 222.6</u>
Land Acquisition & Endowment Capital	<u>216.7</u>
Change in Net Assets	<u>\$ 439.3</u>

WITH SPECIAL THANKS TO OUR GENEROUS DONORS

July 1, 2017 - June 30, 2018

Over \$10,000

Anonymous
Anonymous
Baxter, Andy
Brown, Suzanne
David, Barbara O.
Hargraves, John &
Newcomb, Nancy
Mulligan, Sandy
Pritchard, John & Lee

\$2500-9999

Curran, Lisa Cushman
Duncan, James & Lauren
Embree, Jeb & Dianne
Gahagan, Frederick & Mary Lou
Hulseberg, Dan & Kiker, John
Jackson, Mark & Hagberg, Karen
Konst, Jozef & Copp, Betsey
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Millerbernd, Donald
Richardson, Michael & Fay
Sheiness, Alan & Jean

Over \$1000

Aidinoff, Ellen
Andreas, Robert & Deborah
Brewer, John & Margaret
Butler, Jonathan & Deborah
Daitch, Peter
Deane, Curtis & Shoemaker, Tom
Enders, Anthony & Elizabeth
Fay, John & Isleib, Jonathan
Fetter, Trevor & Melissa
Flanagan, Stephen
Frankel, David & Elizabeth
Gerber, Donald & Carleen
Griswold, Evan & Fisher, Emily
Hastings, Mark & Susan
Hessel, Susan & Dahl, Karen
Holmes, Lisa
Johnston, Mark & Sarah
Klimek, Carol
Knight, Douglas &
Williams, Susan
Lears, Katherine &
Phillips, Toni-Jean
Leonardo, Melodee
Lombardino, George

Lord, Parker & Diana
Luce, James
Melville, Gregory & Fox, Susan
Merrill, Newton & Polly
Miller, James & Stacey, Regan
Patterson, Michael & Elena
Pritchard, Chris & Sally
Rennhard, Hans & Hildegard
Roosevelt, Christopher &
Rosalind
Schroeder, Mary &
Spencer, Cathy
Shea, James & Kristen
Standart, Joseph & Clinton
Thompson, Geoffrey & Claudia
Thorn, William & Gladys
Tyler, Humphrey & Susan
Walters, Milton & Caroline
Webster, Robert & Elizabeth
Willauer, George & Cynthia

\$500-\$999

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Clark, Tim & Turner, Molly
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Grant, Angus & Kimberly
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Hardin, Hunter & Elizabeth
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Murphy, Alden & Jamie
Niblack, John & Heidi
Pedrick, James & Jacquelyn
Plimpton, Kenneth D. Jr
Robinson, Mark & Eleanor
Rosenshine, Allen & Susan
Sauer, Claire
Theobald, Sprague &
Reichling, Julie
Wells, Scott & Dottie
West, Tina

\$250-\$499

Angers, Thomas &
Van Daff, Tim
Ballek, Rowland & Nancy
Barney, Claire
Beaudette, Michael & Edna
Brennan, Colin & Leddy, Colleen
Brown, David & Diane
Burnham, Rika
Butler, Chris
Catlett, John & Athana
Clements, Nicholas &
Lightfoot, Elizabeth
Critchett, Donald & Jane
D'Arista, Jane
Domenie, Douglas & Patrice
Duran, Judith
Elgart, Dr. Matthew & Linda
Ermler, Rick & Pat
Feltham, Ethel
Fogle, Gifford
Friday, John Jr. & Judy
Gagliardi, Gerald & Deborah
Gorin, Thomas &
Platt, Elizabeth
Gravatt, Scott & Denise
Harris, Dr. Randall & Patricia
Harris, Robert
Hess, Hans & Lilo
Hunt, Faulkner &
Lightfoot, Ann
Inglis, Andrea & Allan
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Deborah
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Latour, Deborah & Mike
Lee, Richard & Heidi
Lewis, Ralph & Leslie
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Maroni, Paul & Margot
Mattson, Steve & Maddy
McCawley, Drs. Christopher
& Susan
Melchreit, Richard &
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Miller, Laura Lee
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Shea, John
Su, Chih-Wu
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Thurston, Sandy
Volles, Warren & Lori
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Wieschenberg, Peter
Wilkins, Marilyn
Wing, Thomas & Andrea
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Anderson, Bruce & Leslie
Aubrey, Sally
Ballard, Bob & Barbara
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Bergan, Nathaniel
Bischoff, Thomas & Terry
Blackwell, Elmer &
Bennett, Stefanie
Bladen, Ashby & Ginger
Bombaci, Edward
Brainard, Newton & Mary
Broom, Lorraine
Buttrick, Ann
Cain, Maureen
Carpinello, William
Catherwood, Mary
Clark, Herbert & Sharon
Clarke, Kay
Cone, Leslie & Marta
Cooper, Richard & Gwen
Crowther, Beverly
Czikowski, Dorothy
Dance, Francis & Kuryla, Kathy
Darnell, Christine
DeBiasi, Michael & Christine

Denow, Bill & Sara
DiGiovanna, Douglas & Patrcie
Dominy, Richard & Carol
East, Andrew & Dawn
Edmed, Joshua & Winifred
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Esposito, Nancy
Evans, Douglas & Lacey, Ann
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Field, Catherine
Finger, Eric & Jascin
Fischer, Kurt & Susan
Fiske, William & Diana
Fotos, Michael &
Lindsey, Claudia
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Francis, Anthony & Marion
Frank, Allan & King, Lillian
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Giaconia, John & Deborah
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Heffernan, Mithcell & Cheryl
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Hicks, Taylor & Pamela
Hildner, Emily
Hilles, Frederick & Osgood, Jane
House, George & Linda
House, Robert & Carol
Howard, Shirley
Jarrabeck, Frank &
Cowgill, Francis
Jeffrey, Patrick
Jenkins, Gary & Ehlen, Jerry
Johnson, Gilead & Maureen
Jones, Richard & Carol
Krall, Phillip
Krusen, Gordon & Cole, Susan
Kyder, Wayne & Sarah
Lacey, Richard
Lambert, Sue A.
Lawlor, Elizabeth
Learned, Russell &
Cotton, Allyson
Lewis, Emily

Lewis, Steven & Denise
Limon, Patricia
Linares, Art
Littlefield, David &
Desillier, Elene
Littlefield, Prescott & Anne
Livingston, Scott & Deborah
Locke, John & Flanagan, Cathy
Long, Barbara &
Walters, Roxann
Lovejoy, Timothy &
Brechtneff, Christian
Macbeth, Thomas &
Griffin, Maureen
McPherson, R. Hruska
Maskell, Raymond & Michele
Matthews, Mary
Mele, Michael
Michael, Curt & Barbara
Miller, Gregory & Motyka, Joan
Miller, Thomas & Wendy
Monroe, Julian & Margaret
Moore, George & Rosemary
Nagourney, Herbert &
Bramson, Ann
Palumbo, Paul & Kathy
Parkman, Roger
Parson, Kelly & Cheryl
Pawlik, Gary & Christine
Petros, Demetrios
Preston, David and Barbara
Rich, Ann
Ritter, Robert & Virginia
Rosseau, Richard & Shirley
Rowe, Jeffrey & Kathy
Schaaf, Judy
Schwolsky, John &
Storch, Elizabeth
Shine, Pamela
Slater, Brian & Janet
Smith, Andrew & Kelly
Snarks, Richard
Snyder, Todd & Boyer, Phoebe
Standish, Robert & Mildred
Strand, Matthew &
DeLuca, Emily
Sulger, Jack & Laurie
Tennant, Foster &

Goodall, Susan
Ward, Howard & Laura
Warren, Marilyn
Weed, Gary & Carol
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Cartmel, Brenda
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Jacqueline
Woody, Melvin

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Benevity Community Impact
Fund—Direct TV
CT River Gateway Commission
LaBoiteaux Family Foundation
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Patagonia
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State of Connecticut

Matching Gift Programs

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BMS Foundation
Boston Consulting Group
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Land Trust Photo Sponsors

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Gita Safaian, DMD MDS
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Silver

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Bouvier Insurance
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Geomatrix
Judge's Farm
Lawrence and Memorial
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Bronze

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Brodeur and Company, CPAs
Burnett's Landscaping
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In kind Donations

Clif Bar
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Coffee's Country Market
LymeLine.com
Select Physical Therapy
Signore Septic
Vitality Spa

UPCOMING EVENTS FALL 2018

Friday, September 21: Cruise to view Swallow Spectacular

Join fellow nature lovers on a cruise aboard *Adventure*, *RiverQuest's* elegant sister boat, to view this miraculous display as swallows gather above an island in the CT River as a part of their migration ritual. The birds come together to form undulating shapes, before suddenly descending as one to roost just after the sun sets. Open to LLCT members only.

Wednesday, October 3, 7pm: The Elusive Bobcat

Jason Hawley, biologist with CT DEEP will present a talk at the Lyme Public Hall on the behavior and activities of resident bobcats.

Saturday, October 6, 9-11am: Volunteer Breakfast

The Land Trust is providing this special event to thank and honor the many volunteers that make our organization so successful.

DATES TO BE ANNOUNCED

Dedication and Opening Ceremony for the Thach Preserve

Join us for the introduction of the Land Trust's newest preserve, which has been named to honor Jim and Margaret Thach. Jim Thach was a strong advocate for open space conservation in Lyme.

Ribbon Cutting and Tours of the George and Rosemary Moore Trail

Join us for the dedication of the seven mile trail system created to honor the Moores for their many years of service to the Land Trust. Participate in a guided tour of the entire trail system or of a shorter portion.

Lyme Trails Boot Camp at Hartman Park in Lyme

Training for trail volunteers and preserve stewards.



Check our website lymelandtrust.org for upcoming events, walks and work parties.

lymelandtrust.org

Follow us on:   

OUR 2017-18 BOARD OF DIRECTORS

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July–December

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December–

Sue Cope, *Environmental Director*



Mission Statement

To conserve in perpetuity for the public benefit Lyme's natural, scenic and historic land and water resources by: acquiring and stewarding real properties and conservation easements; supporting open space acquisition by third parties; facilitating scientific study and management of the resources; and educating the community regarding the benefits of conservation.

LONG RANGE PLAN

- Conserve land of environmental, cultural or historical importance
- Carry out work of the Land Trust in a fiscally responsible manner
- Raise public awareness of the natural resources, history, lands and the benefits of the Land Trust's activities
- Expand our community relations activities
- Enhance our systematic stewardship program