

**1000 Friends of Florida
Board of Directors Meeting
Minutes**

October 31, 2024
2:00pm – 5:00pm
Zoom Conference Call



2:00pm: Meeting convened — Roll Call

Attendees: **Board:** Susan Trevarthen, Greg Barnhart, Tim Sallin, Vicki Tschinkel, Jake Varn, Lester Abberger, Bob Cambric, Lee Constantine, Courtney Cunningham, Andrew Dickman, Vivienne Handy, Jim Swann, Mark Watts
Staff: Paul Owens, Vivian Young, Toni Russell, Haley Busch, Carol Jones, Kim Dinkins

Welcome and Introductions, Purpose of Meeting

Susan Trevarthen welcomed staff and board members and highlighted the importance of the meeting for the organization's long-term direction, focusing on two critical agenda items: strategic planning and the board of directors' expansion. Susan expressed her concern for those affected by Hurricane Milton before moving on to the meeting agenda.

Board Action and Discussion

- **ACTION: Approve/modify meeting minutes from June 17, 2024**

Tim Sallin moved, and Bob Cambric seconded, approval of the meeting minutes from June 17, 2024. The minutes were approved unanimously.

Advocacy and Activities

- **Special Projects Update – Vivian Young**

Vivian discussed the completion of a white paper on the economics of development in urban areas and the ongoing planning for a new paper focusing on the economics of preserving rural and conservation lands. These areas are critical for balancing ecological health and local tax benefits.

Vivian reported on two ongoing projects, with significant progress reported after a recent meeting. These projects involve engaging agricultural leaders to highlight both challenges and opportunities for conservation. She noted the significance of agricultural lands for conservation, citing that 80% of lands in the Florida Wildlife Corridor lacking protection are agricultural.

Vivian provided an overview of the webinar series emphasizing the importance of agricultural lands to Florida's ecological health, the Sea Level 2070 and Agriculture 2070 publications under development, collaboration with the University Press of Florida on a book covering community resilience and planning, with a focus on climate adaptation and sea-level rise, and receiving the APA Florida Grassroots Initiative Award.

Vivian's focus remains on the UF 2040/2070 project, wrapping up a series of grant projects, and the book she will author for the University Press of Florida geared to the general public on the intersection of development and climate change in Florida.

- **Communications & Outreach Update — Haley Busch**

Haley provided an update on her participation in events such as the facilitation of local 2040/2070 workshops held in Dixie, Levy, and Taylor counties, acceptance of the APA Grassroots Initiative award with Vivian Young, and coordination of the DeGrove Webinar Series, including a session honoring Governor Bob Graham's legacy.

Haley managed a series of locally targeted email alerts, focusing on conservation ballot measures in Brevard, Clay, Lake, Martin, Orange, and Osceola counties, which highlighted statewide issues such as proposals for increased development in state parks, leading to significant engagement and advocacy.

Haley provided an overview of the results from increased social media activity across our Facebook, X (formerly Twitter), LinkedIn and Instagram accounts, which has generated over 800 new followers and reached nearly 120,000 users over a 3-month period (June through September). Over the last quarter, our website has received more than 19,000 views with 9,700 active users visiting our pages.

Haley assisted with the Strategic Planning process, ensuring organized stakeholder engagement and effective documentation.

- **Fundraising Update – Toni Russell**

Toni provided an update on the successful spring appeal, which surpassed the budgeted goal by over \$50K.

Toni discussed the upcoming fundraising activities, including the year-end appeal, which is ready to be mailed, the Giving Tuesday Campaign, which consists of four e-mail solicitations starting December 4th, the year-end online fundraising effort consisting of 5 email solicitations, as well as updates on foundation grants and prospect revenue.

Toni reported that the annual Anniversary cards were mailed in August to members who are celebrating 1st, 5th, 10th, 15th, 20th, 25th, 30th, and 35th anniversary dates of their first gift to 1000 Friends.

Toni touched upon the system transition to the DonorPerfect platform, which will enhance fundraising and engagement capabilities.

- **Policy & Planning Update – Kim Dinkins**

Kim provided an update of the current projects she is involved in such as Live Local Policy, AG 2040/2070 Project, Florida Wildlife Corridor, Reunite the Rivers, the Taylor County workshop and the upcoming Dixie and Levy County workshops, which consist of presenting the Ag 2040/2070 findings to local residents.

Kim discussed various advocacy initiatives, which include our opposition to the freestanding urban services district proposal in Martin County (which failed), the successful campaign against development plans for state parks (lodges, golf courses), and proper valuation of state forest lands to block unsuitable land swaps to name a few.

Kim participated in the FL APA conference, conducted an interview with NPR regarding Agrihoods, attended the Lobby Working Group retreat, assisted with a tabling event at the Outdoor Expo conference and more.

- **Overview – Paul Owens**

Paul discussed progress on drafting a strategic plan for 1000 Friends, noting that he conducted meetings with staff and board members, facilitated by pro bono consultant Allen Gunn, to gather input for the plan. The next steps include engaging stakeholders, allies, and potential opponents.

Paul highlighted the 2024 elections and endorsement for local conservation funding measures in four counties (Martin, Lake, Clay, and Osceola), support for rural boundary charter amendments in Orange and Seminole counties to limit development in sensitive areas, and engagement in public outreach and advocacy, including email alerts and testimony.

Paul touched on the local projects/workshops in Dixie, Levy, and Taylor counties and collaboration on the Martin County 2040 planning with refined scenarios for land development and compact densities.

Strategic Planning – Allen Gunn

Allen introduced his nonprofit organization, Aspiration, which specializes in strategic planning and technology for non-profits and is providing pro bono services for 1000 Friends' strategic planning. He mentioned that strategic planning is often viewed as a burdensome task and emphasized that it should be treated as an opportunity for movement and building and organizational growth.

Allen provided an overview of the process which highlighted the participatory approach, stakeholder engagement, strength of the organization's brand, outcome-oriented approach, strengths, goals, vision, and the next steps.

After further discussion, he facilitated a brainstorming session to solicit input from the board meeting attendees which included their responses to a series of questions on appropriate goals for the strategic plan. Those responses will help shape the final product.

Financial Update – Paul/Tim Jackson

Paul discussed the organization's financial position, which has improved significantly, with a positive balance of \$85,000 above expenses as of September 30, 2024. This is a marked improvement compared to the same time last year, when the organization was operating in the red. 1000 Friends' operating balance has been bolstered by foundation donations and contract work with the University of Florida.

Paul reported that the reserves currently stand at \$2.5 million.

2025 Legislative Priorities – Kim Dinkins

Kim provided a draft of the legislative priorities. After some discussion, staff agreed to make further revisions before finalizing.

Nominating Committee — Paul/Vicki Tschinkel

- **ACTION: Reappoint officers whose two-year terms expire December 2024 — Chair Susan Trevarthen, Vice Chair Greg Barnhart, Secretary Tim Sallin, Treasurer Tim Jackson**

Mark Watts moved, Andrew Dickman seconded approval. The reappointment of officers was approved unanimously.

- **ACTION: Reappoint Board members whose three-year terms expire December 2024 — Bob Cambric, Susan Trevarthen Jake Varn, Mark Watts**

Vicki Tschinkel moved, Andrew Dickman seconded approval. The reappointment of board members were approved unanimously.

- **ACTION: Approve/modify Committee's nominees for three-year terms beginning January 1, 2025**

☒ Irela Bagué, nominee – Lee Constantine moved, Bob Cambric seconded approval.

Nomination was approved unanimously.

☒ Henry Dean, nominee – Lee Constantine moved, Vicki Tschinkel seconded approval. Nomination was approved by 11 board members.

☒ Carlos Lacasa, nominee – Tim Sallin moved, Courtney Cunningham seconded approval. Nomination was approved unanimously.

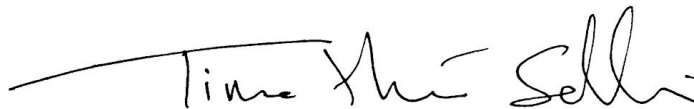
☒ Bryon White, nominee – Lee Constantine moved, Vicki Tschinkel seconded approval. Nomination was approved unanimously.

- **ACTION: Approve/modify recommendations for standing Nominating Committee and succession ladder**

Bob Cambric moved, Mark Watts seconded approval. Recommendations for standing nominating committee and succession ladder was approved unanimously.

- **Executive Session**

During the executive session with the president, Greg Barnhart made a motion, seconded by Andrew Dickman, to authorize Paul Owens to exceed the 2024-2025 budget for personnel expenses to add employees as needed. The Board unanimously approved the motion.

A handwritten signature in black ink that reads "Timothee Sallin". The signature is written in a cursive style with a long horizontal line extending to the left from the start of the word "Timothee".

Timothee Sallin, Secretary

1000 Friends of Florida
Board of Directors Meeting
Minutes

February 24, 2025
2:00pm – 5:00pm
Zoom Conference Call



2:00pm: Meeting convened — Roll Call

Attendees: **Board:** Susan Trevarthen, Greg Barnhart, Tim Sallin, Tim Jackson, Vicki Tschinkel, Lee Constantine, Lester Abberger, Irela Bagué, Bob Cambric, Henry Dean, Andrew Dickman, Carlos Lacasa, Jim Swann, Mark Watts, Bryon White
Staff: Paul Owens, Vivian Young, Toni Russell, Haley Busch, Carol Jones, Kim Dinkins, Chadwick Leonard

Welcome and Introductions, Purpose of Meeting

Susan Trevarthen opened the meeting by welcoming board members and providing an overview of the meeting's purpose. She highlighted the importance of the organization's legislative engagement, strategic planning, and fundraising efforts in the coming year. Susan emphasized the need for active board participation in advocacy efforts, particularly as the legislative session unfolds and 1000 Friends of Florida continues to expand its influence in local and state planning policies.

New Board Members

Susan introduced and welcomed new board members, recognizing their expertise and contributions to the organization.

- Irela Bagué – A water resilience and policy expert with experience in government affairs and environmental advocacy, particularly in South Florida.
- Carlos Lacasa – An attorney with expertise in insurance, health care, and legislative affairs, with prior experience in the Florida House of Representatives.
- Bryon White – An entrepreneur and organic farmer with a background in environmental law enforcement, bringing insights into land use and conservation challenges.
- Henry Dean – Unable to attend due to a personal loss but recognized for his upcoming contributions as a returning board member with extensive experience in water management and conservation.

Each new board member provided a brief introduction, sharing their background and enthusiasm for joining 1000 Friends of Florida.

New Staff Member

Paul Owens introduced Chadwick Leonard as the organization's new Conservation and Planning Advocacy Coordinator. Chadwick shared his background in policy advocacy, grassroots organizing, and legislative affairs, emphasizing his commitment to protecting Florida's natural resources through policy and planning initiatives. He expressed enthusiasm about working with the team to strengthen 1000 Friends of Florida's presence in Tallahassee and expand its local advocacy efforts.

Board Action and Discussion

- **ACTION: Approve/modify meeting minutes from October 31, 2024**

Carlos Lacasa moved, and Lee Constantine seconded, approval of the meeting minutes from October 31, 2024. The minutes were approved unanimously.

- **ACTION: Annual Conflict of Interest statements**

Carol Jones reminded board members to review, sign, and return their Conflict-of-Interest forms. These are necessary for compliance and transparency and must be submitted in a timely manner.

River Branch Foundation Grant – Paul Owens

Paul shared that the patron of the River Branch Foundation, based in Ponte Vedra, is Jennifer Johnson Duke, who resides in Hobe Sound. The foundation has made annual contributions to 1000 Friends that have typically ranged from \$10,000 to \$30,000. But just before Christmas, the foundation's administrator informed us that Mrs. Duke was considering a significantly larger commitment to support conservation and planning advocacy. We quickly developed a proposal with input from the staff, and on January 9th, received notification that Ms. Duke had approved it. The commitment totals \$200,000 over a two-year period.

2025 Legislative Session Priorities, Activities – Kim/Haley/Paul

Kim Dinkins, Haley Busch, and Paul provided an update on the organization's legislative priorities and ongoing advocacy efforts.

- **Key Bills Monitored:**
 - State Parks Protection (SB 80 & HB 209) – Proposes restricting development projects, such as lodges and golf courses, on state park lands to preserve natural ecosystems.
 - Rural Renaissance Bill – Focuses on supporting rural communities through planning grants and economic development initiatives that align with conservation goals.
 - Affordable Housing Initiatives – Addresses legislation that impacts smart growth, zoning policies, and sustainable urban development.

Haley provided an update on Congress Plus, a communications advocacy software that will be used to engage supporters in legislative campaigns, making it easier for 1000 Friends members and the public to contact their legislators. She also noted that she would be sending out regular email updates with legislative developments and key advocacy action alerts.

Local Engagement – Kim/Paul

Kim and Paul discussed strategies to deepen local engagement and ensure that advocacy efforts reflect the needs of Florida's communities. The organization is focused on providing resources and technical assistance to local governments, helping them navigate policies that balance development with protecting the environment and quality of life.

Key efforts include:

- Strengthening partnerships with community leaders and regional planning groups.
- Expanding educational outreach to help residents understand how land-use decisions impact their communities.
- Increasing presence at county and municipal meetings to offer policy guidance and advocacy support.

Collaborations (EVCO, Reunite the Rivers, HTL, etc.) – Kim/Paul

Kim and Paul provided updates on ongoing collaborations with environmental and planning organizations. The organization is actively working with groups such as the Everglades Coalition (EVCO), Reunite the Rivers, and Hold the Line to advance conservation, water resource protection, and responsible growth management efforts across the state. The board discussed ways to further strengthen these partnerships and amplify shared priorities.

University of Florida Contract – Vivian/Paul

Vivian and Paul discussed the University of Florida contract, which supports research and education efforts to protect the Florida Wildlife Corridor and other natural lands.

The partnership focuses on:

- Providing training for elected officials, planning staff, and citizen planners on smart growth and conservation best practices.
- Sharing research on how development pressures impact environmentally sensitive lands.
- Providing technical assistance to local governments.

The collaboration aims to strengthen local capacity to implement effective land-use planning policies.

Communications and Outreach, Including County Workshops -Haley/Kim/Paul

Haley, Kim, and Paul outlined the organization's outreach initiatives, with a focus on county workshops in rural communities. Workshops were conducted in Taylor, Levy, and Dixie counties, where rapid growth and conservation issues require proactive planning solutions.

These workshops were intended to:

- Provide guidance to local governments on protecting rural landscapes.
- Discuss strategies to balance development and environmental protection.
- Offer insights into state and federal funding opportunities for conservation efforts.

Finances and Fundraising Update- Paul/Tim Jackson/Toni

Paul and Tim provided a financial update and Toni Russell discussed fundraising strategies.

- Revenue and spending remain stable, with recent grants helping to sustain key programs.
- Major donor outreach efforts are being expanded to ensure long-term financial sustainability.
- A new donor stewardship program is being implemented to strengthen relationships with existing supporters.
- Announcement made of a pending distribution of an estate gift.

Toni emphasized the importance of board members leveraging their networks to assist with fundraising efforts.

Operations Update, Including New CRM Transition – Toni/Paul

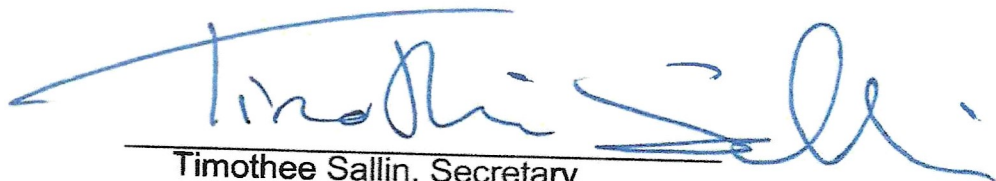
Toni and Paul shared updates on the organization's transition to a new constituent relationship management (CRM) system. The system is expected to improve donor engagement, tracking of advocacy efforts, and internal efficiency in managing relationships with stakeholders.

Strategic Planning Update – Paul/Haley

Paul and Haley continue to meet with Allen Gunn on a regular basis to work on the strategic plan. Revisions to the draft goals have been made based on feedback received from several board members.

Scheduling of Next Board Meeting

The board members discussed scheduling the next meeting, agreeing to confirm a date via email.

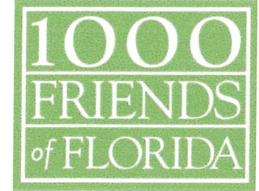

Timothee Sallin, Secretary

**1000 Friends of Florida
Board of Directors Meeting
Minutes**

June 20, 2025

12:00pm – 4:00pm

Casa Feliz Historic Home Museum, Winter Park, FL



12:00pm: Meeting convened — Roll Call

Attendees:

In-Person: **Board:** Susan Trevarthen, Tim Sallin, Vicki Tschinkel, Lee Constantine, Bob Cambric, Henry Dean, Andrew Dickman, Vivienne Handy, Carlos Lacasa, Jim Swann, Mark Watts, Bryon White

Staff: Paul Owens, Vivian Young, Toni Russell, Carol Jones, Kim Dinkins

On Zoom: **Board:** Irela Bagué

Welcome and Introductions, Purpose of Meeting

Susan Trevarthen opened the meeting by welcoming the board members and introducing Betsy Owens, Executive Director of Casa Feliz Historic Home Museum, and thanked her for hosting the meeting. Betsy provided a brief overview of Casa Feliz and its historical significance.

Board Action and Discussion

- **ACTION: Approve/modify meeting minutes from February 24, 2025**

Jim Swann moved, and Bob Cambric seconded, approving the meeting minutes from February 24, 2025. The minutes were approved unanimously.

2025 Legislative Session Review – Kim/Paul

Kim and Paul presented a review of the 2025 legislative session, highlighting key bills and advocacy initiatives.

Discussion Points included:

- Wins in state park conservation.
- Concern over new legislation limiting local government planning authority following hurricanes.
- Use of advocacy tools like Congress Plus for public engagement.
- Strong communication efforts and high engagement with legislative updates.

University of Florida Contract – Vivian

Vivian discussed the ongoing work with the University of Florida Center for Landscape Conservation, including a series of four successful webinars that attracted 2,700 attendees, a white paper on community visioning with four case studies coordinated by Paul, and a pending report on the economics of conservation in Florida being prepared by Urban3.

Vivian and Kim highlighted efforts to engage rural counties, with recent presentations in Levy, Dixie and Taylor Counties. Vivian addressed challenges in Okaloosa County regarding property rights and agricultural protection provisions in the local comprehensive plan update, and concerns about the rapid push to adopt a comprehensive plan update in Leon County, which was successfully delayed for further public review.

Wildlife Corridor Summit – Kim/Paul

Kim and Paul provided a summary of 1000 Friends' participation at the Florida Wildlife Corridor Summit. Paul served as a panel speaker on environmentally responsible transportation planning. Kim delivered a presentation on a curriculum she developed for county commissioners and planners on planning for "Corridor Compatible Communities".

Local Engagement – Kim

Kim discussed ongoing strategies to deepen local engagement and ensure that advocacy efforts reflect the needs of Florida's communities.

Discussion topics included:

- Status of Richard Grosso's report on land-use planning and property rights and potential wider distribution.
- Possibility of partnering with the Florida Local Environmental Regulatory Association.
- Relationship with Florida Atlantic University and the potential impact of political pressures on their work in planning and growth management.
- Successful local engagement efforts, including workshops in Martin County and participation in the Florida Wildlife Corridor summit and the possibility of further partnerships with the Wildlife Corridor Foundation.
- The need to highlight positive local successes, particularly in light of negative policy trends at the state level.
- Possibility of reviving the "Better Communities" award program to recognize local achievements in planning and conservation.
- Recent developments in Hillsborough County, including the formation of a citizens advisory committee and the defunding of an affordable housing initiative.

Fundraising Update – Toni

Toni reported that both the year-end and spring appeals exceeded their budgeted goals. The year-end appeal surpassed its target by \$83,997, while the spring appeal exceeded its \$100,000 goal by \$10,000.

Toni noted a substantial increase in major donor income, rising to \$1,707,002 from \$393,002 the previous year. A new \$1.3 million gift was also pledged, establishing the J. Gwynn Thorston and Francis W. Thorson Fund. We have received a \$1 million installment, and are expecting a second, \$300,000 installment.

Toni is planning a summer appeal to promote legacy giving. She reported securing grants from the Jacarlene Foundation (\$65,000) and the Munson Foundation (\$35,000), with the latter expected later this summer.

Executive Session with President – Paul

During the executive session, Mark Watts made a motion, seconded by Andrew Dickman, to approve spending \$7,872 from the Board Directed Endowment to reimburse graduate educational expenses for Haley Busch under the Employee Continuing Education Policy. The Board unanimously approved the motion.

Financial update/proposed budget for 2025/2026 fiscal year– Paul

Paul provided an overview of the April 2025 financial statements and explained that the organization is running slightly over budget due to higher-than-expected consulting expenses related to University of Florida deliverables and payments to the Hold the Line Coalition.

Paul addressed the proposed budget for the upcoming fiscal year.

- **ACTION: Approve/modify proposed budget for FY 25/26**

Lee Constantine moved, and Mark Webb seconded, approving the FY 25/26 budget. The budget was approved unanimously.

Scheduling of Next Board Meeting

The board members discussed scheduling the next meeting in September 2025, agreeing to confirm the date via email.



Timothee Sallin, Secretary