

*CLF directors retreat 10/04/25*

*Summary (drafted by Catherine Smith and circulated for comment)*

Present: Jim Zubler, Loanne Snavelly, Dana Reed, Jim Pierce, Catherine Smith, John Smith (directors). Ian Smith and Bill Rathfon (public attendees).

Absent: Thom Rippon, Suzy Yetter

John opened the in-person retreat at 11:18 am following a regular board meeting and a tour of the grounds. He oriented the directors by articulating the intentions for a retreat, stating the values of ChicoryLane, and outlining anticipated stages of change. An agenda with links to supporting materials was emailed to directors in advance; copies were provided during the retreat to a new director and to public attendees.

John then introduced the following sub-items for discussion:

1. Transitions (how leadership, financial resources, and board responsibility will change at 4 points, i.e. deaths of each of the Smith family members and how a trust agreement will function as the vehicle of Foundation continuation)
2. Board succession (how does the board perpetuate itself? how will new directors succeed the present founding directors as terms end?)
3. Board development (what kind of board does CLF need, e.g. behavior and involvement (roles, level of activity, buy in) and skill sets

Free-flowing discussion, intent listening, frequent silent reflection, and (maybe) too much prompting by John and Catherine yielded productive observations. Here's a selection:

- What directors will need to lead the Foundation when John's and Catherine's involvement ends, e.g., clear statement of CLF values (Loanne); an operations manual for Foundation process and ChicoryLane physical property and facilities maintenance (Loanne); spending targets and annual budget (Jim Pierce); detailed parameters for use of Foundation funds (Ian); inventory of professional support services (Ian); oral history (videotaped) of John and Catherine's understanding of and intentions for ChicoryLane (Jim Zubler).
- Board succession, board development: 1) need for younger like-minded directors (Jim Zubler); value of networking with regional conservation groups to identify potential directors (Jim Pierce); need for direct experience by spending more time on the place (Jim Zubler); ways to administer the effort (increase committees? expect directors to champion and lead tasks?(Catherine)
- Regarding the Foundation's current primary responsibility, the program of ChicoryLane activities, budgetary, logistical, and outreach implications of the symposium model were discussed.

The retreat ended at @1:00 pm after congratulating Bill Rathfon and Jim Zubler on celebrating their birthdays on the day of retreat.