Kirsten Detrick
150 Lakeshore Road
Fairlee VT 05045

Lake Fairlee Association
Attn: David Roth, President, Clerk and Trustees
PO Box 102
Fairlee, VT 05045

Re: K. Detrick Resignation from Lake Fairlee Association Board of Trustees

Delivered via email and in-person at August 6, 2025 Board Meeting

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Dear David and Board of Trustees,

Please accept this letter as formal notice of my resignation from the Board of Trustees of the Lake Fairlee Association (LFA), effective immediately. I remain a member of the organization.

I am fully committed to, and aligned with, the mission of the LFA, but I have become increasingly concerned that the organization's leadership and administrative practices do not consistently reflect the structure and accountability necessary for sound governance of a non-profit corporation that administers an annual expense budget of $75,000-$125,000 and an endowment of over $500,000. Although the organization has indeed made some progress (e.g., it has been a privilege to lead the bylaws subcommittee and share its progress at the 2025 Annual Membership Meeting), the board's actions regarding Trustee and Officer nominations, as well as some recent events related to voting and membership communication lapses have concerned me enough to resign.

Examples of my concerns follow:

- Rather than initiate a robust succession plan that would address board skill gaps and facilitate leadership changes, the board chose to put forward the names of 3 existing Trustees (2 of whom had previously expressed their desire to step down) and renominate the existing slate of officers to leadership roles. There were 1 or more individuals who had expressed willingness to serve as Secretary and Treasurer and possessed the skills necessary to serve. This delay in making needed changes does not reflect my values with respect to serving my fiduciary and leadership obligations on a non-profit Board of Trustees.
- There was no opportunity given at the Annual Membership Meeting to vote on the Clerk position (although discussion did occur about a board member's willingness to once again hold that position) and there was no opportunity given to members to abstain from voting for board nominees. Both are lapses in widely accepted governance procedures and have been further compounded by board colleagues' insistence that a vote occurred, when in fact, none did, as witnessed by every member present at the Annual Membership Meeting.
- Email communications have been sent to members without prior Trustee notification or endorsement, apparently on several occasions, with the most recent communication being issued earlier this year. I raised my concerns at the next board meeting immediately thereafter, but I do not feel that the resolution proposed to address this problem was adequate. In point of fact, the chair did not call for a vote on a specific resolution to address the issue.

- The Lake Fairlee Association was de-listed by the Vermont Secretary of State this spring. Although the LFA was eventually reinstated by the Secretary of State, the lapse was identified by a non-Trustee. No current Trustee was aware of this issue, which is a significant failure in basic governance oversight and leadership.
- Furthermore, the member who identified that lapse was approached and vetted by Trustees and/or Trustees Emeriti to serve as Treasurer and was deemed professionally well-qualified for the role. However, she was excluded from consideration just 4 days before the Annual Meeting and was not notified of her exclusion until the day before the Annual Meeting. I do not condone treating well-qualified volunteers in this manner.

Attached to this letter is a list of tasks that need to be completed by the LFA over the coming 12 months to support operational continuity regarding grants and bylaws. Should I receive any future communications from the White River Natural Resources Conservation District (WRNRCD) or the Department of Environmental Conservation (DEC), I will forward them to the LFA President's attention.

I have submitted a Lake Fairlee Association invoice for $41,410.14 to the WRNRCD, representing payment for 2024 LFA activities including Diver Assisted Suction Harvesting, Greeters and Milfoil Education.

I respectfully request that this letter be included in the minutes of the August 6, 2025 board meeting.

I also respectfully request that the Board notify the Vermont Secretary of State of my resignation, to prevent any confusion about my Trustee status—particularly as my signature still appears on grant submissions made on the Association's behalf to the State of Vermont Department of Environmental Conservation. Please also remove my name from the website list of Trustees.

I remain an active member of the Association. At the Annual Meeting on July 19, I paid at total of $100, which included (2) individual memberships at $25 each, for myself and my husband. I also made a $50 donation. I have not yet received a receipt.

- I noted at the Annual Meeting that my address is incorrectly recorded on LFA membership roll
    - Please update the membership records to reflect our current address (150 Lakeshore Road, Fairlee, VT 05045).
- Please provide me with a written confirmation of LFA's receipt for my two $25 membership payments and $50 donation.

I express my gratitude to my Board colleagues and the LFA Membership for the opportunity to serve on this board for the past 2 years. It has been an honor to have had a leading role in nearly doubling VT DEC 2024 and 2025 grant funding, compared to prior years. It has also been a privilege to initiate and lead the process of recommending for LFA member approval long-needed changes in bylaws.

I wish the Association continued success in fulfilling its mission to preserve, protect, and enhance the distinctive ecology and natural resources of Lake Fairlee and its watershed.

Sincerely,

Kirsten Detrick

H1 2025- H2 2026 LFA Activities
to Support Operational Continuity on VT DEC Grants and Bylaws

Notes:

- 2 years of files are in the shared LFA Google drive.
- This material can be used as templates for future use.

Tasks:

Town Grant Tasks

- Issue Q4 2025 follow-up thank you to Fairlee, West Fairlee and Thetford Town Clerks.

- Write town-specific reports on LFA 2025 activities, and request 2026 funding.

    - Note: each town has a different set of requirements for information to be submitted.

  Content will be published in each town's report and used as the background for residents during 2026 Town Meetings votes.

- Communicate with Town Clerks after Town Meeting to confirm LFA 2025 grant funding was approved by each Town's voters

VT DEC/WRNRCD Grant Tasks

- Write 2025 summary report on grant-funded projects and submit to WRNRCD/DEC by state-mandated November 2025 deadline to ensure qualification to receive state payment for 2025 activities

    - Collaborate with relevant Board Trustee colleagues who provide evidence of 2025 expenditures and documentation for required submission

- Monitor volunteer hours associated with each of the 2025 grants and incorporate into final 2025 project report form to WRNRCD/DEC.

    - Note that only grant-associated volunteer work is eligible to be included in the submission.

- Issue invoice to WRNRCD in Spring 2026 to receive payment for 2025 activities

- Monitor emails VTDEC and VTDEC Invasive Species website to identify when 2026 funding cycle is open.

- Dialogue with DASH, Greeter and other relevant Board Trustee colleagues to identify 2026 funding requirements

    - Create budget and program rationale, in collaboration with relevant Board Trustees

- Write 2026 VTDEC funding request(s), using required forms.