

FRIENDS OF HULLETT

MINUTES FROM BOARD OF DIRECTORS MEETING

Feb. 24, 2026 @ 7:30 PM – Teams meeting

Present: Mat Shetler, Steve Dalrymple, Mario Coniglio, Donna Taylor, Craig McDonald, Ryan Bayne, Doug Gordon, Mark Penhale, Duane Inkpen (Chair)

Guests: Justin Johnson, Ben Elliott

Regrets: -

Meeting called to order at 7:33pm

1. Review minutes from previous meeting, January 27, 2026

- Correction to membership of subcommittee examining potential changes in FoH membership structure – the subcommittee is Doug, Steve and Ben (Justin mistakenly indicated in unapproved January minutes)
- Minutes (corrected) of the January 27, 2026 meeting were approved (unanimous)

New Actions - this meeting

- **ACTION:** Membership subcommittee to further develop proposal for a new membership structure and will consult with Scott to get his feedback re. related management issues.
- **ACTION:** Mat to update KPIs and distribute to Board and staff.

Action items being carried over to the March 31 meeting from the February 24, 2026 meeting

- **ACTION:** Duane to check with Scott re. what has been done for the service awards – PENDING – Duane still needs to follow up with Scott.
- **ACTION:** BoD should assign members to 2026 Dinner Committee – to be discussed further at March 31, 2026 meeting
- **ACTION:** Justin to look into thinning out pine and firs in the identified plantations – IN PROGRESS, ONGOING DISCUSSION
- **ACTION:** Proceed with installing concrete blocks in parking lot (#40650) – Justin – WAITING FOR WEATHER IMPROVEMENT
- **ACTION:** Look into what it will take to get the roads repaired (cost, process) – Mark – IN PROGRESS - waiting for contractors to inspect roads once they are accessible in Spring.

Completed Actions from the January 27, 2026 meeting

- **ACTION:** Could a chisel plow work re. burn and plow with Steve Flynn? Justin will discuss how to proceed with this issue with the Stewardship Group. – JUSTIN – **COMPLETED** see Marsh report (this meeting)
- **ACTION:** Ryan to update 2026 budget projection in light of year-end financial reporting. **COMPLETED**– see Treasurer's report – this meeting

- **ACTION:** Ryan to work with Scott and Janis to determine how much we can carry forward comfortably as surplus. **COMPLETED**— see Treasurer’s report – this meeting
- **ACTION:** Ryan and Justin to determine costs to support construction of duck feeders – **COMPLETED**
Preliminary costs were determined, part of carryforward will be used for this initiative – identified as part of capital spending for 2026 – reported on below in Treasurer’s Report
- **ACTION:** Subcommittee (Doug, Steve, Ben) to report on progress re. potential changes in membership fees and structure at the next (February) meeting – **COMPLETED** and ONGOING – reported on below under “Review Membership Plans” – this meeting
- **ACTION:** Justin to approach Munro with proposal to raise contract amount to \$100 per yard and report back on reaction. **COMPLETED** - see Marsh report item #10 (this meeting)
- **ACTION:** Justin to reach out to Nick and David to get the operations meeting set up. **COMPLETED** - see Marsh report item #15 (this meeting)
- **ACTION:** Justin to add additional details to newsletter re. pheasant release dates for FoH members. **COMPLETED**
- **ACTION:** Mat to update personnel policy with the revised sections. **COMPLETED** - reported on below under “Review Personnel policy” – this meeting
- **ACTION:** Mat to work on KPIs and have a revised proposal for the next (February) meeting. – **COMPLETED** – reported on in “New Business” – this meeting

2. Treasurer’s report – Ryan Bayne.

Ryan did not get an updated January statement from Janis in time for this meeting. Finished year end with ~\$90k, and there is the ~\$100k Ag check that just came in.

Ryan proposed 6 items for capital spending in 2026:

- Automatic duck feeder - \$22k
- Brush clearing - \$27k (mulching and autumn olive management)
- Grass/habitat work - \$5k
- Parking lot improvements - \$8k (this item may be dropped)
- Butterball Pool path improvement - \$15k
- Road improvements – no cost estimate available yet

Anticipating spending \$77,500 of set aside funds for 2026. This should keep us in compliance with status as a charitable non-profit organization. We do not want carry forward to exceed \$100k, unless we have identified big projects on a broader time horizon to justify having a high carry forward. Planned asset replacements will also use some of the carryover.

Ryan got a quote for the duck feeders - ~\$7 for two units. Building the required platforms is still required.

MOTION: purchase two duck feeders for ~\$7k – moved Ryan, seconded, Steve. Passed (unanimous)

3. Report from the Marsh – Justin Johnson February 24, 2026 - Marsh Report

➔ **Designates points of clarification/amplification related to submitted Marsh Report**

Stewardship

1. Exterminator Training

- Ben and Justin successfully passed all their exams!

➔ Ben and Justin are now certified to carry out all needed extermination-related work in the Marsh

2. RX100 Training

- Ron Ludoph of Ontario Nativescapes shared an upcoming burn training opportunity
- RX100 is the first designation towards prescribed burn implementation
- 2-day course in Prince Edward County on April 18th and 19th; cost \$750 per student

ACTION – would the BoD support RX100 training for Ben and Justin?

- Cost of program, 1-2 nights' accommodation, mileage, *per diem*? *Etc.*
 - Estimated cost to FoH ~ \$2500.

MOTION: Board approves costs (estimated ~ \$2500) to send Justin and Ben to the RX100 training. moved Donna, seconded, Mat. Passed (unanimous)

Hunt Management

3. Pheasant Challenge

- Auction Gun has been purchased from Clinton Sporting Goods.
 - This year, the gun is a Churchill 520 28ga O/U.
- Sommers Generators has agreed to supply a generator for the Challenge again.
- Dan Moynihan (Tim Horton's) might be willing to help fund some smaller prizes.
 - Prizes for banded birds? Additional draw prizes?

Science

4. Nesting Structure Work

- Duck box cleaning has been completed; Owl boxes have been started.
- Remaining nesting structure work to be completed as weather permits.
- Ray Gredanius and CHSS shop class may be willing to help build more duckboxes
 - Many require replacement this year, may deploy from boat if possible

5. [MotusAudio](#)

- FoH joining a new nationwide research project focusing on nocturnal flight calls
- Devices require only access to Wi-fi and clear skies
- Project is a collaboration between Birds Canada, University of Windsor *et. al.*
- Friends of Hullett to be recognized in any publications resulting from the project!

Fundraising/Development

6. OFAH Community Conservation Fund (\$10,000 ask)

- Planning to submit an ask for duck feeders again as OFAH was interested in 2025.
 - Planning to ask for maximum, proposal has already been drafted.
 - Good chance for success if FoH commits to purchasing some of the feeders.

➔ Justin talked to Tony Jackson – idea was viewed positively. Ryan provided a quote for 2 feeders each with 400 lb capacity for \$6986.27 (including tax).

7. 2026 Charity Dinner and Auction

- See current dinner tracking sheet attached; 15 tickets left to sell.
- Some items have already been moved to the Golf Course; need to follow up with donors
- Committee to meet and assign roles for the event – **Does March 11th at 11:00 am work?**

➔ Meeting scheduled for March 11, 1pm on Teams.

8. Wildlife Habitat Canada (WHC) – Ontario Nativescapes (ONS) Grassland Restoration

- Ontario Nativescapes WHC ask partly successful, awarded \$70,000! (Ask was for 107k).
- Combined with Ontario Nativescapes cash: **\$127,000** for Hullett grassland restoration!
- FoH to commit \$35k in in-kind support for the project.
- Jake Lozon and ONS team will be meeting at Hullett in April to begin site preparation.
- Targeting 50 ac (see attached maps) of restoration namely:
 - Prairie Grass Fields north of 40672 Hydro Line Road.
 - Sat Nine Fields north of 81044 Wildlife Line (next to Donna's house).
 - "Zone A" Grassland west of homestead (81005 Kinburn Line).
- *If you would like to be more involved with this project, let Justin know!*

Financials

9. Current Financial Summary

- *General Donations to Date* - \$430.40
- *Membership Donations to Date* - \$3284.67
- Donations to Pheasant Release Program to Date - \$65.00
- Hat Sales to Date - \$20.00
- Payments from Flynn received, first cheque has been deposited.
- Janice has completed her work on the 2025 year-end tax box preparation.
- Scott has picked up the tax box from Janice.
- Scott added his year-end charitable tax receipt documents to the box.
- Tax box is sitting at Scott's home office.

Contracts/Agreements

10. Munro Honey

- Ben and Justin met with John Munro in Alvinston travelling back from Ridgetown
- John is happy with the contract; payment was sent to FoH via mailed cheque
- Cheque will be deposited once the [Post Office in Clinton](#) opens again....

11. Property and Liability Insurance

- Justin has been in contact with Brokerlink re: annual insurance policies
- Jennifer Power is now our contact for OFAH related insurances
- Still waiting for the new policy to be sent from the insurance company...

Outreach/Communications

12. Hullett "One-pager" (see attached)

- Justin has developed a "one-pager" for distribution highlighting Hullett Marsh and FoH
- Provides the public with key property uses and organizational goals.
- *Looking for edits before going to print, hoping to have this printed in late March/Early April*

13. Vanessa Palmer Award

- One application for the 2026 Vanessa Palmer award has been received!
- Applications to be added to BoD Google Drive as they come in

14. Birding Events

- Justin to provide comments on the event (first tour to be offered on Feb 21st)

➔ Next birding outing likely to be March 28 but may be earlier depending on conditions

Other/Misc

15. 2026 Operations Meeting

- Scheduled for April 23rd 2026 at the Hullett Office

16. The end of Tuckersmith email accounts

- Our fohoffice@tcc.on.ca and fohmanager@tcc.on.ca emails to be deactivated in October.
- We have been in the process of sunsetting these accounts for over a year
- We will remind membership of changes throughout the coming months

Review AODA policy

Already done in a previous meeting

Review Personnel policy

Mat led discussion – he added changes that were suggested at the January meeting. Sick days are now included in the staff tracking sheets

Review Membership plans

Doug led discussion, summarizing key points of the subcommittee's report. The Board was generally in favour of the 2-level membership idea – basic and advanced (endorsement – level). This initiative will require an effective communications strategy.

ACTION: Membership subcommittee to further develop proposal for a new membership structure and will consult with Scott to get his feedback re. related management issues.

4. Reports from OMNRF/Ducks Unlimited

Date has been set for operations meeting.

- No reports from OMNRF or DU. Mat sent an email to David re. logging the plantations – this topic may come up at the operations meeting.

5. Website, Newsletter & User Guide

- Website soft launch will happen soon after AGM in May. New user guide will be available end of May/early June.

6. Pheasant Challenge, Youth Waterfowl Clinic.

- See Marsh report item #3 for update on Pheasant Challenge
- Youth Waterfowl Clinic planned again this year for 3rd Saturday in September.

7. New Business

- KPIs: Mat led discussion on the proposed KPIs he circulated in an email to the Board. After some discussion the Board agreed to remove the KPI related to grant listing – initiatives related to grant could be part of the regular reporting included in the Marsh Reports.

ACTION: Mat to update KPIs and distribute to Board and staff.

- Craig provided an update related to businesses he contacted to support the upcoming dinner event in April.
- Steve will put together a proposal for the fall pheasant release schedule. Craig is now on the Pheasant Subcommittee.

8. In camera issues - none

Meeting adjourned at 9:21pm

Next meeting in March 31, 2026 (Mitchell).