

**Kent Soil and Water Conservation District**  
**Board of Supervisors Meeting Minutes**  
**March 20, 2025**

The regular monthly meeting of the Kent Soil and Water Conservation District Board of Supervisors was held on Thursday, March 20, 2025, at 7:00 p.m.

The following individuals were present at the meeting Charlie Miller, Chair, Lewis McDonald, Vice Chair, Tim Redman, Treasurer, Frank Barnes Jr., Board Supervisor, Bill Langenfelder, Board Supervisor, Jimmy Miller, Associate Board Member, Alice Mason, Associate Supervisor, Nancy Metcalf, District Conservationist, and Robert Baldwin, District Manager.

The meeting was called to order at 7:00 p.m. by Chair, Charlie Miller.

**I. Review and Approval of Board Meeting Minutes from the February 20, 2025 meeting. A motion was made to approve the minutes from both meetings as presented by Tim Redman, Bill Langenfelder seconded the motion. The motion passed**

**II. Plan of Work**

There was a brief discussion of the Plan of Work for the months of March and April 2025.

**III. Financial Statements, Bills and Cash Management**

Robert reviewed the balance sheet, profit and loss statement, reserves, budget sheets, bills, and reviewed the present cash management details. **A motion was made by Bill Langenfelder to accept the financial statements and pay the bills. Lewis McDonald seconded the motion. The motion passed.**

**IV. Erosion and Sediment Control Program**

Robert reviewed the Erosion and Sediment Control Plans that had been submitted for the month. He discussed a violation in Fairlee when the landowner cleared several acres without a plan. The County posted a Stop Work Order and has instructed the owner to obtain an approved Erosion and Sediment Control Plan. Robert did ride out to the site at the County's request and make some suggestions for installing the silt fence and doing some stabilization of the site.

**V. Supervisor Activities**

Charlie Miller attended the March Staff Meeting and the Cooperators Dinner Planning Meeting

**VI. Extension Report**

Dwayne was unable to attend the March Board Meeting as he had a scheduling conflict/

**VII. Conservation Plans & Field Work**

The Report was included in the Board Packet and reviewed by Nancy.

## VIII. NRCS Report

**Staffing Update** – Nancy reported that since last months termination of our two probationary employees, Sharon Calisto, Soil Conservationist in QA opted to retire on February 28, 2025 leaving Nancy and Jason to cover the two offices. Jason will be reporting to the QA office on a daily basis. NRCS has arranged for Jen Richardson to help out for three weeks from March 3 to the 17<sup>th</sup> and Tyler Witkowski, Soil Scientist from Harford County will be on detail starting March 10<sup>th</sup>.

**Probationary Employee Reinstatement** – Peggy and Brandon were notified they were being reinstated and will receive their back pay from the day they were terminated. They are continuing to be paid and are waiting on a return-to-work date.

**Program funding - Nancy** reported that payments have resumed on IRA funded contracts but new obligations using IRA funds are still frozen. Agreements with IRA funds are also frozen and currently under review. The final determination will affect the RC&D and MASCD agreements that support the District Admin funding, Adam Gabor’s CRP Planner position and Ethan Whiteside’s Grazing Specialist position, all of whom provide technical assistance to this District.

## IX. District Managers Report

**Maryland “Solar Bill”** – Robert briefly discussed HB 1036/SB 931, there is a lot of opposition to this bill from the farming community, but a lot of support in the urban counties.

**County Commissioners Ag. Tour and Meeting** – Robert discussed the proposed joint Farm Bureau/KSWCD ag tour and meeting with the County Commissioners. Dates have been sent to the Commissioner’s office, and we are awaiting confirmation.

**MASCD Grant** – Robert stated that our MASCD reimbursable grant is being held up as part of the larger hold on Inflation Reduction Act funding, pending White House review.

**MDE E & S Kent County Delegation Review** – Robert shared that Kent County was successful in getting re-delegation from MDE for the inspection and enforcement portion of the program. MDE mentioned in their letter to the County that the KSWCD and the County were working well together.

**NACD Fly-In** – Robert, Jenny and Sam will be attending this year’s NACD Fly-In in Washington on March 26<sup>th</sup>. It is a one-day meeting with no registration fee. Robert, Sam and Jenny will be meeting with Staff from the Maryland delegation to discuss the support needed for a Bipartisan Farm Bill and continued funding for NRCS through the regular budget process.

## X. New Business/District Activities Report

**MASCD Monthly Report** – The MASCD Monthly report was included in the board packet.

**MASCD Annual Meeting Auction Donation** -The District received a request to donate an auction item for the live auction at the Annual Meeting. Robert is looking for ideas for this. The meeting is August 4-6, 2025, at Rocky Gap Resort.

**Discussion of District Manager position** – Robert expressed his intent to step down as District Manager at the end of 2025. He also stated that he is willing to continue as District Manager and to do the E&S plan review and other duties as assigned until his replacement can be found/trained and a long-term solution can be developed for the E & S program.

There was a very lengthy discussion on the District Manager position, past recruitment failures, and the financial challenges of offering a competitive salary and benefits package to attract qualified candidates.

**A motion was made by Tim Redman to request that MDA provide the KSWCD a State District Manager position. Lewis McDonald seconded the motion. The motion passed.**

#### **XI. Old Business**

**Cooperators Dinner** – Robert discussed the progress on the Cooperators Dinner. Things are going very well, there is a strong interest from the Sponsors from last year and ticket sales are going well.

#### **XII. Closed Session**

Statutory authority to close session General Provision Art. § 3-305(b) (1) This exception allows a public body to close a meeting to discuss various personnel actions with regard to, or the evaluation of, “an appointee, employee, or official over whom it has jurisdiction” or “any other personnel matter that affects one or more specific individuals.”

**A motion was made by Lewis McDonald to go into closed session. Frank Barnes Jr. seconded the motion. The motion passed.**

**A motion was made by Tim Redman to come out of closed session. Lewis McDonald seconded the motion. The motion passed.**

There was an update in the Closed Session on an ongoing personnel issue with a former employee.

#### **XIII. Adjourn**

**A motion was made by Tim Redman, to adjourn the meeting. Bill Langenfelder seconded the motion. The motion passed.**

The meeting was adjourned at approximately 8:40 p.m.

The next scheduled meeting of the Kent Soil and Water Conservation District Board of Supervisors will be on Thursday, April 17th, 2025 @ 7:00 pm. Dinner will be available at 6:30 p.m.

Respectfully Submitted

Robert Baldwin