



Whidbey Island Conservation District

P.O. Box 490 – 1 NE 4th St - Coupeville, WA 98239 - 360.678.4708 – www.whidbeycd.org

Public Meeting Minutes- DRAFT January 22, 2026; 5:30 PM – 6:38 PM

1 Public Meeting

A regular meeting of the Whidbey Island Conservation District Board of Supervisors was held remotely via Zoom with an in-person option at the WICD office.

2 Attendance and Quorum

The following Supervisors, being a quorum of the Board, were present:

Mark Sytsma – Vice Chair

Gary Ketcheson – Board Auditor

Jennifer Abermanis – Board Leadership & Development Officer

Attendees:

Heather McCoy – Executive Director

Michelle Maynard – Finance & Operations Manager

Alan Chapman – WACD

Teri Jo Summer-Reiger – Associate Supervisor

Melanie Derrick – Associate Supervisor

Scott Reid – Associate Supervisor

Baleigh Allen – Associate Supervisor

3 Call to Order, Welcome

Mark Sytsma called the meeting to order at 5:30 PM.

4 Public Comments

None.

5 Minutes

- Mark presented the December 18, 2025 Board Meeting minutes for approval.

Motion (1) Gary Ketcheson moved and Jennifer Abermanis seconded the approval of the December 2025 Board Meeting minutes as presented. Motion passed.

6 Partner Update

Alan Chapman shared that there will be WACD Board meeting next week. It will start with a focus on the SE area. The Ways & Means Committee is advising the Board on how to organize and prioritize the 80 resolutions generated by members. There are currently two bills (House Bill 2154 on CDs buying land and House Bill 2499 on CD Elections) which will be discussed.

7 Financial & Operations Report and Actions

- Financial Report – Michelle Maynard presented the December 2025 reports.

Motion (2) – Jennifer Abermanis moved and Gary Ketcheson seconded the approval of the December 2025 financial reports as presented. Motion passed.

- Plant Sale Update – Michelle shared updates. There will be a sale until February 8 and then we will close the online store.

8 Board Business Report and Actions

- Policy Manual Review – Benefits Policies – Heather and Michelle will be updating the content of this section based on language from Associated Industries (HR consulting firm) and the Spokane CD manual they developed. They will present the revised Employment and Benefits sections at the February meeting, along with part 1 of the Finance policies section.
- Board Events Reflections– Jennifer led the discussion. Everyone enjoyed John Lovie’s talk and were happy with attendance numbers and engagement level. The group was disappointed that the Board Mixer was not well attended but see the value in the annual event.

9 District Staff Report

- Annual Work Plan Updates – Heather provided a status report on this fiscal year’s current tasks.
- District Staff Report – Heather asked for any questions regarding the report.

10 Meeting Adjourned at approximately 6:38 PM

11 Other, Upcoming Dates and Review of Motions

January 26	Great Whidbey Seed Swap at Camp Casey
February 7	Application deadline for Elected Candidates (by 4pm)
February 9	Deadline for IC Comp Plan comments
February 10	WACD Legislative Day in Olympia
February 17	Voter deadline to request ballots (by 4pm)
February 26	WICD Board Meeting (in person, Coupeville Library)
March 3-7	Plant Sale Volunteer Packing Days & Sale Day (3/7)
March 10	Deadline to vote in our election (by 4pm)
March 31	Application deadline for Appointed Candidates

Review of Motions:

Motion (1) Gary Ketcheson moved and Jennifer Abermanis seconded the approval of the December 2025 Board Meeting minutes as presented. Motion passed.

Motion (2) – Jennifer Abermanis moved and Gary Ketcheson seconded the approval of the December 2025 financial reports as presented. Motion passed.