



Board of Directors Meeting Agenda - Final

Wednesday December 17, 2025

9 a.m. to 2 p.m. EST

Ducks Unlimited Office, 444 North Capitol St NW, #745, D.C.

<https://us02web.zoom.us/j/85816211159?pwd=SZAJK2wdzlmLt6XEgaRSalfhLdYhxW.1>

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|-----------------|---|---|
| 9:00 AM | Call to Order; Roll Call, Welcome & Introductions, Affirmation of Anti-Trust Policy, Approve Previous Minutes
+ Sean Arians (NCGA)
+ Sky Hoffman (Nutrien)
+ Craig Ficenec (Sand County Fdn)
+ Theresa Pedretti (CTIC staff) | Adam Herges, Chair |
| 9:30 AM | Elections
+ 2026-2028 Directors
+ 2026-2027 Officers | Mark Schmidt, Past Chair |
| 10:00 AM | Financial Report
+ FY25 Budget Final
+ FY26 Budget | Kimberley Morisette,
Huth Thompson |
| 10:30 AM | 2026 Conservation In Action Tour | Committee |
| 11:00 AM | <u>Partner Updates</u>
EPA - Katie Flahive, Environmental Scientist
Mike Scozzafava, Director of the Watershed Restoration, Assessment and Protection Division in the Office of Water
NRCS - Aubrey Bettencourt, Chief | Confirmed
Confirmed

Invited |
| 12:00 PM | Lunch Hosted by Ducks Unlimited | |
| 12:30 PM | Partner Updates (cont.)
NASDA - Ted McKinney, CEO | Confirmed |
| 1:00 PM | New Business
+ Election Results
+ By-laws update w/ new address
+ 2026 meeting dates
+ Employee Handbook Refresh
+ Website Update | Dave Frabotta |
| 2:00 PM | Adjourn | |