Watershed Agricultural Council
Agriculture ◆ Forestry ◆ Conservation Easements ◆ Economic Viability
33195 State Highway 10, Walton, New York 13856 phone: 607-865-7790 fax: 607-865-4932 nycwatershed.org

Executive Committee Meeting
February 17, 2026

I. Call to Order
Meeting called to order at 10:04 a.m. by Wayland "Bud" Gladstone.

Members Present:	Wayland "Bud" Gladstone, Chair	Fred Huneke
	Tom Hutson	Jennifer Grossman
	Karl Gockel	Marilyn Wyman
	Michael Vander Werff, NYC DEP	Steve Reed
Others Present:	Amy Faulkner	Carol Bishop
	Jason Helmbold	

II. Approval of Minutes
Motion to approve the minutes of the November 18, 2025, meeting as presented.
Motion: Fred Huneke
Second: Tom Hutson
Approved

III. Executive Session
Motion to enter Executive Session made at 10:07 a.m.
Motion: Fred Huneke
Second: Karl Gockel
Approved

Motion to come out of Executive Session at 10:30 a.m.
Motion: Marilyn Wyman
Second: Michael Vander Werff
Approved

VI. Executive Director Position Modification
The group discussed whether salary numbers should be shared publicly in minutes when modifications/increases are approved. The committee consensus is that WAC is a private 501(c)3 and the salaries of its employees are private, those required to be disclosed on the 990 are available to the public by accessing the 990. This has been the historical practice at WAC and will continue to be the practice to remain consistent.

Motion to recommend the full Board approve the modification request to the job description and salary of the Executive Director position, as outlined in the justification memo and Position Modification Form dated February 17, 2026.
Motion: Karl Gockel
Second: Marilyn Wyman
Approved

VII. Adjournment

Meeting adjourned by common consent at 10:40 a.m. Next meeting to be held May 19, 2026.

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Jennifer Grossman Board Secretary Date