



Board of Directors Meeting

This meeting will be held in person at Fountain City Hall, 116 S. Main Street, Fountain, CO 80817, and online via Zoom. Meetings are open to the public.

November 21, 2025

9:00 AM – 12:00 PM

[Board of Directors Meeting Zoom Link](#)

Draft Minutes

1. Call meeting to order 9:00-9:05
 - a. Roll call, and establish a quorum

Chair Estes called the Fountain Creek Watershed District Board of Directors Meeting to order. In attendance were the following duly designated members of the District Board of Directors:

<u>Name</u>	<u>Representing</u>
Terry Hart	Chair, City of Fountain
Nancy Henjum	City of Colorado Springs
Bill Wysong	El Paso County
Tamara Estes	City of Fountain
Miles Lucero	Pueblo County
Dr. Bob Barr	Pueblo Landowner
Jay Kita	Small Municipalities Representative
Cory Applegate	Pueblo County
Alli Schuch	Executive Director
Stéphane Atencio	Legal Counsel

A super quorum was present.

- b. Introduction of Guests: Scott Abbott, Regional Parks, Trails, and Open Space; Annie Berlemann, Colorado Springs Utilities; Justin Kurth, Amrize; Bob Gardiner, Amrize; Mary Wilson, Fountain Creek Watershed District Outreach Coordinator; Sharon Thompson, Mayor of the City of Fountain; Richard Mulledy, State of Colorado Springs Public Works; Jamie Fabos, Chief of Staff for the City of Colorado Springs; Steven Rodriguez, Fountain Creek Watershed District Operations Manager; Mark Aliff, President of Pueblo City Council; Aimee Cox, Chief Housing in Homelessness Response Officer for the City of Colorado Springs; Angie Martell, Environmental Planner at Pikes Peak Area Council of Governments; LaTanya Yarbrough, Posada; Crystal Archuletta, Posada.
 - c. Approval of November District Board Meeting Agenda



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No amendments to the November District Board Meeting Agenda were requested, Chair Hart approved the November District Board Meeting Agenda by consensus.

2. Consent Agenda 9:05-9:10

Chair Hart approved the Consent Agenda by consensus.

3. Adjourn WAE Meeting 9:10

Chair Hart Adjourned the WAE Meeting by consensus.

4. Convene District **Board of Directors Meeting** 9:10

Chair Hart convened the District Board of Directors Meeting.

5. Board Member Comments 9:10-9:15

No Board Member comments were discussed.

6. Consent Agenda 9:15-9:20

Chair Hart approved the Consent Agenda by consensus.

7. 2026 Budget Hearing 9:20-9:30

- a. 2025 Member Government Allocation Requests are broken down by population size. The 2026 total request is \$551,702.
- b. The General Fund Revenue is composed of \$100,000 in grant revenue, \$50,000 in outreach revenue, the representative government contributions is \$551,702, and southern delivery system contributions are \$25,242, totaling to be \$726,944 total revenue for 2026.
- c. The staffing/contracts remain the same as 2025, totaling to be about \$467,798 for the proposed 2026 budget. A new staff member will be joining the team towards the end of the year to support the In Lieu Fee program, it is also recommended to continue the yearlong PIFP fellow for 2026.
 - i. 2026 Staffing Change Proposal is a 1% raise for employees and the operations manager. An In Lieu Fee consultant will join in Q3 or Q4, we will also get a RiverCorps student from April to September working 1200 hours.
- d. Other general office budget items, outreach items, and General Fund Project Expenses were discussed.
- e. The 2026 General Fund Budget Request is as follows:
 - i. General Fund Revenue: \$726,944
 - ii. General Fund Expenses: \$787,126 (\$517,126 Operating, \$270,000 projects)
 - iii. WAE Management Offset: \$107,833
 - iv. Total Revenue \$834,777
 - v. Surplus/Reserves \$47,651
- f. MMF Balance as of 11.13.2025 = \$9,574,365
- g. MMF Projects/WAE Expenses
 - i. Anticipated Total Project Expenses \$1,160,000. This comes from grants and is focused on the Frost Ranch Restoration project, and the Woody Debris Management project.
 - ii. Total Request for WAE Budget is \$1,267,833
- h. Additional considerations, cost saving measures ~\$900,000
 - i. Receive office space at the City of Colorado Springs Sustainacenter (\$25K) – Selling in June 2026, needs new office space



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- ii. 10 free hours of HR consulting through CO Special Districts Association (\$2,500)
 - iii. Safety grant from CO Special Districts association (\$500)
 - iv. Sharing a copy machine lease with Hey Neighbor (\$12K)
 - v. Community value of Creek Week (\$150K)
 - vi. Cash and in-kind sponsorship (\$30K)
 - vii. Scholarship to attend Environmental Markets Conference (\$3K)
 - viii. Grants – Frost, raingardens, GenWild, CAFSM, Audubon, Xcel (\$650K)
 - ix. Summer intern funded by Colby College, Maine (\$12K)
 - x. Year-long fellow partially funded by Colorado College (\$10K)
 - xi. Colorado College economics class projects on the value of safe, clean, and resilient watersheds (\$5K)
 - xii. 3 Colorado College shadowships, 15 hours each (\$900)
 - xiii. Growing volunteer program!
- i. Resolution 2025-4

Board member Henjum made a motion to approve Resolution 2025-4, Board member Wysong seconded, and Resolution 2025-4 was passed unanimously.

8. Presentation 9:30-10:40

- a. Unhoused Issues Panel with Jamie Fabos, Richard Mulledy, Aimee Cox, Scott Abbott, LaTanya Yarborough.
 - i. Richard Mulledy from the City of Colorado Springs presented [this StoryMap](#) titled Keep It Clean COS! Colorado Springs' Comprehensive Initiative to Reduce Litter. Since 2023, 185,000 tons of trash have been removed from our city, this includes over 1,300 tires and 3,200 shopping carts. The trash removed is tracked with GIS and hot spot maps are created. The discussion around abandoned vehicles was also discussed.
 - ii. Jamie Fabos from the City of Colorado Springs discusses how north and south Nevada, and Filmore east of the freeway are some of the areas of focus.
 - iii. Scott Abbott is representing the Parks, Trails, and Open Space section of the City of Colorado Springs. He begins by discussing the park ranger initiative started in 2021 and gave a general overview of their role in our parks, trails, and open spaces. He shows a map that shows the total number of identified unhoused camps (1,750), this map is also composed of camps that people report on the GoCOS app. He discusses how this topic is a challenge that isn't easily solved by just a cleanup event and how the map is a collaborative effort between the broader Colorado Springs community.
 - iv. Discussion among the board followed about the numbers of unhoused people, and the effectiveness or ineffectiveness of the sweeps in Colorado Springs that have occurred in the past.
 - v. LaTanya Yarbrough had to step away but is being represented by Crystal Archuletta who sits on the Board for Posada and runs the Catholic Charities of Southern Colorado works program which employs the unhoused. There were questions regarding sweeps in Colorado Springs pushing the unhoused populations down south into Fountain and Pueblo. Crystal didn't mention explicitly that they have folks coming from COS to Pueblo, but Board Member Estes mentioned that they see folks coming to Fountain after COS does sweeps.



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- vi. The Mayor of Monument and the Mayor of Fountain both spoke to what they see in their municipalities. The Mayor of Fountain explicitly asks about E Coli, and how these discussions are connected.
- vii. Annie Berlemann was called upon to speak about E Coli. The highest levels of E Coli are seen in northern Fountain Creek, but it is still seen throughout the watershed as well. The state of Colorado in 2026 is issuing a total maximum daily load to allocate waste and be aware of who is responsible for those inputs. This is a way for the state to quantify E Coli levels and plan to reduce those levels state-wide. In 2007, the USGS did a study on the sources of E Coli, and it was found that birds were the main source.
- viii. ED Schuch discusses the FCWD involvement in Keep It Clean COS, and further discusses how our region is very windy and most pollution is wind-blown so a city ordinance about locking dumpsters would be a good idea.
- ix. Chair Hart summarizes by saying that it's not just a pollution issue, but it is also a human rights issue and it is not just an issue in Colorado and our watershed.
- x. Board member Barr comments and requests information regarding how we can help the unhoused communities instead of just focusing the conversation on moving them and cleaning up after them.
- xi. Steve Rodriguez discusses how we've interacted with the unhoused populations during project work.
- xii. Chair Hart wraps up the conversation by calling upon the need to continue the dialogue.

9. New Business 10:40-10:50

- a. Town of Monument interest in Board/statute modification
 - i. Mitch LaKind, the Mayor of Monument, discussed how monument has grown since the original legislature has passed. Now, Mayor LaKind feels that Monument has outgrown the "small municipalities" title it once had and deserves its own seat on the Board. The plan to make this happen is to add a line item in the existing legislature that will pull Monument out and mimics the same language that is used for the City of Fountain or the City of Colorado Springs. To maintain the odd number of board members, Mayor LaKind recommends adding one more board member that is an El Paso County landowner.
 - ii. Chair Hart is in support of this new board seat after learning about how Monuments population compares to the other small municipalities it was grouped together with. He brings up the concerns of maintaining an odd number of board members, and the need of a balance between El Paso County and Pueblo County. He additionally brings up the timelines for the legislative cycle.
 - iii. Further discussion around this topic followed, covering the details of the decision and the items that need further discussion.
 - iv. Board member Henjum requests to make a motion to support and affirm Monument's presence on the Board and to make a motion to make a study group to investigate this structure in depth. Chair Hart comments that these are important things to discuss, but we need to ensure the balance between Pueblo County and El Paso County are maintained.
 - v. Legal counsel Stéphane Atencio mentions that he is prepared to advise the Board in an Executive Session regarding the vacancy appointment and that he has been asked to have a list of amendments to the statute and the bylaws.



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1. Chair Hart and Board Member Wysong recommend moving the Executive Session until after agenda item 14.
- b. Email Retention Policy
 - i. Resolution 2025-3
 1. We already have a resolution regarding our social media policy, but a resolution regarding our email policy had not yet been established. This resolution is based on recommendations from the State of Colorado and it relies on the state retention schedule.

Board Member Hart made a motion to approve Resolution 2025-3, Board Member Kita seconds the motion. Resolution 2025-3 was passed unanimously.

- c. Letter of Support - Arkansas Basin Integrated Pond Stewardship & Resilience Planning Grant, CWCB
 - i. This agenda item has been removed due to needing more time to establish the details before being brought to the Board.
- d. Letter of Support – Palmer Lake
 - i. The Town of Palmer Lake wants to establish more parks and trails around their waterways. ED Schuch is requesting a letter of support from the Board to the Parks Board of Palmer Lake saying that the parks along the waterways in Palmer Lake is important for the future of Palmer Lake.
 1. Board Member Wysong requests to table this agenda item as well and requests for further information to be provided before producing a letter of support. The rest of the Board agrees, and this agenda item is to be tabled until the next Board Meeting.

10. Old Business 10:50-10:55

- a. Executive Director Review
 - i. Legal Counsel Stéphane Atencio mentions that the HR Committee along with the City of Fountain, came up with two questionnaires, one for ED Schuch, and one for the Board Members to complete and email to Stéphane Atencio by December 19th. He additionally mentioned that the committee will hold an interview with ED Schuch in December or January and will present the findings to the Board in January.

11. Executive Director Report 10:55-11:00

- a. MMF Project Updates
 - i. Southmoor Dr. Trail erosion, El Paso County is refining the proposed design by Matrix.
 - ii. Stantex has developed a design for the Maintenance Project on Barr Farm. This isn't with MMF dollars, but it is impacting an MMF project.
 - iii. We are developing interpretative signs on the Fountain Creek Regional Trail at Southmoor in partnership with El Paso County Parks.
 - iv. Meet Mary Wilson the new Outreach Coordinator. Mary gave a brief run-down of her background and how she ended up with the Fountain Creek Watershed District.
 - v. Outreach Updates
 1. Gave an update on Creek Week, its successes, and its value.
 2. Brewshed Alliance updates were given, focused on the Collab Brew and the Pueblo Liquid Lecture.
 - vi. ED Updates



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1. Palmer Lake Parks Board Tour
2. Bringing in Elise Bergsten as our bookkeeper
3. State of the Watershed is coming up!
4. 2026 planning and staff roll mapping
- vii. 2026 Proposed Paid Staff Holidays – 14 days total
 1. Due to the 1% raise for staff, ED Schuch is requesting two additional paid staff holidays.

Board Member Lucero made a motion to approve the 2026 Proposed Paid Staff Holidays. The motion was seconded by Board Member Estes, and the motion was approved unanimously.

12. Executive Session 11:00-11:10

- a. Barr Farm/Overton Road Maintenance Project
- b. Vacancy appointment for the small municipalities

Board member Estes made a motion to go into Executive Session, Board member Kita seconded and the motion to go into Executive Session was approved.

Executive session adjourned. Executive session was entered with the purpose of discussing the Overton Road Maintenance project and negotiations, the Board provided direction to legal counsel Stéphane Atencio and ED Schuch but no official decisions were made. The second agenda item for Executive was legal counsel Stéphane Atencio providing the Board with legal advice regarding the small municipalities vacancy appointment, no decision was made on this matter by the board.

- c. Board member Wysong mentioned that there was a difference of legal opinions so further discussions around the bylaws and statute will ensue among attorneys. There is a recommendation to meet in December to discuss this topic further and improve the understanding on the items that need to be discussed and what the plan is moving forwards.

13. Public Comment 11:10-11:15

- a. Justin Kurth – Amrize Public Affairs
 - i. Amrize is a Canadian and US company headquartered in Chicago, IL. He extended a thank you to Commissioner Applegate, Commissioner Lucero, and other Pueblo County Commissioners for their recent approval of the Red Creek Quarry project that will start construction soon. He also emphasized the Red Creek Quarry project and how it is valuable to not only Pueblo County but El Paso County as well.

14. Confirm Next Meetings

- a. Dec 19 - (tentative)
- b. Jan 16 - Annual Meeting
- c. Jan 23 - State of the Watershed

15. Adjourn

Chair Hart adjourned the November Board Meeting.