

NEK Tri-District Supervisory Union Capacity Building Subcommittee Meeting

June 16th, 2026

Meeting was called to order at 12:05 PM

Attendance: Willie Nickerson, Emily Finnegan, Sam Mayne, Sarah Damsell, Chris von Alt

Public:

Approval of meeting minutes:

- Sam moved to approve meeting minutes from May, April, March, and February. Chris seconded, noting that he did not attend all meetings and could not attest to their accuracy in these cases. Sarah also seconded, also noting that she had not attended all meetings. The motion passed unanimously.

Meeting Topic(s)

- Consultant proposal review
 - Each member gave their initial thoughts on the proposals submitted, with a general consensus that Structural Integrity and Revenue Architects seemed like the best two proposals. It was agreed that Revenue Architects' proposal appeared to be more tech-centered than others. Sam asked Sarah and Emily about their experiences working with Revenue Architects and Structural Integrity. Revenue Architects' work with Orleans County NRCD was primarily centered on technical details of migrating file systems, and therefore is not particularly applicable to this RFP. Emily's experience with Structural Integrity has been positive and also notes they have always been transparent about pricing. All felt Structural Integrity's familiarity with VT NRCDs was very valuable. Willie expressed some hesitancy about Revenue Architects' embrace of AI. Sam noted the written feedback he received from Chris Steel (not present) which voiced caution on the Structural Integrity proposal because of a lack of clarity on the final products and the disappointing result of their (and Momentum Solutions') work with VACD (Chris Steel recused himself from Revenue Architects' proposal). Others agreed with the disappointment in the VACD consultant end products, but some also noted that Structural Integrity was more of a "back end" consultant for the process and that the challenges within the organization itself had a large impact on the final result. Based on the positive experiences of other Districts working with Structural Integrity more recently, the VACD work may be an outlier. Several members appreciated the language in Revenue Architects' proposal highlighting the tension between local control and shared functions. Many felt Structural Integrity had experience and expertise in organizational structures, while Revenue Architects seems more focused on creating technical solutions to problems.
 - Sam moved to eliminate all but Structural Integrity and Revenue Architects from consideration. Chris seconded, and the motion passed unanimously.
 - Sam moved to vote on the remaining two (Structural Integrity, Revenue Architects). Chris seconded, and the motion passed unanimously. All present voted to select Structural Integrity.
 - Members discussed any proposed changes to the Scope of Work outlined in Structural Integrity's proposal. It was agreed that a meeting with all 3 District Managers would be valuable to add. The value of a survey to collect input from all staff was discussed, but it was decided it was not a necessary addition.
 - Sam moved to agree that any budget overruns not covered by the WUV Capacity Grant would be split evenly between the three Districts, that all efforts would be made to keep expenses within the WUV grant budget (\$10,000 for consulting), and that the maximum allowable cost for consulting would be \$12,000.

Other Business

- None

Next Meeting

The next meeting will be held at 12:00 PM on the third Tuesday of the month in the conference room at the US Fish & Wildlife Service Silvio O. Conte Refuge Nulhegan Basin Welcome Center in Brunswick, VT and on Zoom.

The meeting was adjourned at 1:12 PM