Weaverville Watershed Trails and Wildlife Preserve

Open Space Bond: Passive Recreation Lands
Application Window

Town of Weaverville

Selena D Coffey
30 South Main Street
PO Box 338
Weaverville, NC 28787

scoffey@weavervillenc.org
O: 8286457116
F: Town of Weaverville

Selena D Coffey

30 South Main Street
PO Box 338
Weaverville, NC 28787

scoffey@weavervillenc.org
O: 8286457116

Application Form

Introduction

In November 2022, Buncombe County voters approved a $30 million General Obligation Bond to fund projects that conserve open space, build greenways, and expand passive recreation opportunities. The goals at the heart of the Open Space Bond are to **preserve the natural beauty of Buncombe County**, **increase the quality of life for its residents**, and **improve access to passive recreational activities in the area**.
The **Passive Recreation Lands** component of the Bond will fund projects that provide publicly-accessible land, outdoor space, waterbodies, and corridors where passive recreational activities – such as hiking, birding, bicycling, and wildlife viewing - place minimal stress on a site's resources in a designated area. These lands provide ecosystem services and are highly compatible with natural resource protection.

Projects are welcome to apply for funding from any of the three project categories of the Open Space Bond. However, one project will only be able to receive funding from one category.

Timeline

- January 16 - Application Launch
- Ongoing: Pre-Application Support
- February 21 at 2 PM: Applicant Webinar
- March 31: Application Deadline
- April - June: Proposal Review

Application Process

Deadline: Applications are due by 5:00 PM on March 31, 2024. Organizations are encouraged to apply online through Buncombe County's grant software, which can be accessed at buncombecounty.org/apply or linked through the General Obligation Bonds page at www.buncombecounty.org/governing/bonds. Applicants can pick up and return paper applications at 200 College Street, Suite 300, Asheville, NC 28801. If returning the application by mail, the package must be postmarked by the application deadline.

Consultations: Staff is available to answer questions and to provide basic one-on-one support to applicants. Contact jill.carter@buncombecounty.org to request a consultation.

Workshop: An application writing workshop will be held on February 21, 2024, from 2 – 4 PM. This will be a virtual meeting. The purpose of this workshop is to provide in-depth information about the application process. A recording will be posted online after the session. The pre-application workshop is not mandatory for the application process. Those interested in attending the webinar should complete this form to register.

Committee Contact: Applicants are asked not to communicate with the Passive Recreation Lands Subcommittee members regarding their applications. If the Subcommittee decides to ask follow-up questions or hold meetings with finalists, County staff will notify applicants.

Review Process

Scoring Committee: A scoring committee will review and score applications utilizing a standardized, points-based system. Scores will be assigned independently and average project scores will be shared with the Passive Recreation Lands Subcommittee.

The following criteria will be considered:

Conservation and Environmental Impact (20%) - Passive Recreation Lands should be compatible with conservation and natural resource protection. How well does the project minimize the potential negative impacts of use and land improvements, and actively contribute to habitat, landscape, and wildlife protection or restoration?

Feasibility (20%) - Bond-funded projects must be able to be completed and open to the public in an efficient and timely manner. How feasible is the project's completion, and how does its scope, timeline, staffing, physical and social qualities impact that feasibility?

Accessibility (15%) - Bond-funded projects should be accessible to everyone in Buncombe County, regardless of physical ability, geographic location, or socioeconomic status. How accessible is the project to members of our community?

Equity (15%) - The County considers equity as a foundational focus and value within our community. How does the project promote equity, diversity, and inclusion in passive recreation?

Long-Term Management and Maintenance (10%) - Bond-funded projects should be safe and enjoyable for public use for years to come. What are the plans for the long-term management and maintenance of the project?

Costs and Leveraged Funding (10%) - It is essential that Bond funds be allocated efficiently and, when possible, in conjunction with other funding sources. How does the project budget minimize costs and leverage bond funds?

Alignment with County Plans & Priorities (5%) - The County aims to allocate Bond funds in a strategic manner, creating an intentional network of Open Space. How does the project align with existing local plans or other priorities?

Safety (5%) - Bond-funded projects should be safe for all to use. How does the project support safety from accidents, crime, and other concerns?

Projects will be scored against each criterion on a scale of 1-5 with a maximum score of 40. The corresponding weights for each criterion will then be applied.

Subcommittee's Role: The Passive Recreation Lands Subcommittee will review all scored project applications. Selected project applicants will be asked to give a presentation and site visit to the Subcommittee or selected members. The Subcommittee will recommend projects and funding amounts based on project scores as well as fit within the overall portfolio, taking factors into consideration such as geography, project focus areas and categories.

Board of Commissioner's Role: The recommended project list will be presented to the Board of Commissioners in a regular meeting. The Commission will make the final decision on which projects should receive funding and specify the amount approved for each project.

Awards

Funding recommendations prepared by the Passive Recreation Lands Subcommittee will be submitted for a vote to the Board of Commissioners. Funding awards will be finalized with budget amendments upon contract finalization. Funds will be distributed on a reimbursement basis in the specified funding amount for the completion of given deliverables.

Project Implementation & Evaluation

All project awards will be administered via performance contracts. Contracts will include a scope of work that defines services, deliverables, and reporting measures, and a timetable that allows for the allocation of Bond funds by 2030. There is no required timeline or end date for the projects. Prior to contract development, projects must submit proof of insurance, financial audit documentation, and landowner notification (when applicable).

Projects will be subject to a regular reporting process. Contract performance will be monitored and evaluated by the County on an ongoing basis. In addition to on-site monitoring of the project, monitoring will include: examination of books, papers, accounts, documents, or other records of the applicant as they relate to the project. Applicants must maintain an accounting system for the project in accordance with generally accepted accounting procedures and standards. The project records and related financial records must be retained and accessible by County staff for no less than 5 years after the project is completed. Performance results will be published online in a funded projects dashboard.

The Community Oversight Committee will be responsible for monitoring the investment of Open Space Bond dollars. The Committee will review each awarded project to ensure it meets the financial and legal requirements of the Bond.

Lead Department/Division

Staffing for this Bond program is provided by Buncombe County's County Management Department. For more information, contact Open Space Bond Manager Jill Carter at jill.carter@buncombecounty.org.

Note RE: Documentation

When attaching documents, it is recommended that you PDF files and condense them when possible. If you desire to attach documents that exceed the size limits of the platform, please contact Jill Carter.

Project Overview

Project Name*

Weaverville Watershed Trails and Wildlife Preserve

Agency/Organization Requesting Funding:*

Town of Weaverville

Organization Type*

To be eligible for Passive Recreation Lands funds, an applicant and project must be Buncombe County or a municipality in Buncombe County; any agency, commission, or instrumentality of the County or municipality within Buncombe County; a not-for-profit charitable organization; schools and universities; and any other entities as may be approved by the County Commission.

Government

Co-Applicants (If Applicable)

Please list the names of any co-applicants for the project.

Not applicable

Project Type*

To be eligible for Passive Recreation Lands funds, a project must be for acquisition, improvement (restoration, public access, recreation development, etc.), or a combination of types. The completed project must be accessible by the public in perpetuity.

Acquisition Definition: The purchase of (fee simple) or acquisition of easement rights for land for public access to open space and outdoor recreational and educational amenities, such as greenways, outdoor gathering areas, trails, and access to rivers or other waterways.

Improvements Definition: Implementation or construction of new site improvements for, and that facilitate, outdoor passive recreation and education including public access to open spaces and parks for outdoor recreational use. Physical improvements can include any part of building structure, erection, alteration, demolition, excavation, clearing, grading, filling, or landscaping that aligns with the spirit and definition of Passive Recreation Lands. Sample improvements include: trails, trailheads, picnic, and staging areas, natural playgrounds, and outdoor classrooms to promote health and wellbeing, as well as environmental education.

Allowable Costs: Open Space Bond funds can be used for:

- Acquisition of land and/or establishment of conservation easements/permanent deed restrictions on property.
- Examples of improvements that may be funded with Passive Recreation Lands Bond funds include: natural area restoration, boardwalks, foot bridges, trails, trailheads, roadways, parking areas, ranger stations, restrooms, picnic shelters, natural playgrounds, observation platforms, fishing docks, outdoor classrooms; may include amenities that place minimal impact to areas as approved through the application process.
- Equipment needed to support the development of a passive recreation project.

Disallowable Costs: Items that will NOT be funded from Passive Recreation Lands Bond funds include, but are not limited to:

- Planning, engineering, and design fees
- Capital improvements for indoor recreation (e.g., swimming pools, rec centers, gyms, etc.) or other active recreation (e.g., basketball courts, soccer fields, etc.)
- Long-term operating costs, including staffing.
- Administrative fees and insurance
- Outstanding financial obligations

Please indicate the type of project for which you are seeking funding.

Improvements

Scope of Work
Scope of Work - Weaverville Watershed Trails.pdf

Project Schedule
Project Budget and Timeline.pdf

Project Location

Address*
Unassigned Eller Cove Road, Weaverville, N.C. 28787

Parcel Number
9751769307

Acreage
309

Zoning Designation
Open Use (OU)

Funding Request & Leveraged Funding

Bond Funding Request*
The Open Space Bond will make available a portion of the $30 million for eligible Passive Recreation Lands projects that score well against the evaluation criteria. The FY24 application window will make available the first funds for Passive Recreation Projects, and we anticipate additional application windows in the future. The County is not obligated to award any bond funding at the outset of any application window.

There is no cap on the amount of funding any individual project may receive, but efficient allocation of project costs will be considered in proposal evaluation.

Please provide the total amount of Open Space Bond funding the project is requesting.

$1,072,030.00

Total Project Cost*

Please provide the total cost of the project, including all funding sources.

$1,072,030.00

Non-Bond Funding

Please provide the total amount of funding secured or anticipated from non-Bond sources.

Non-Bond funds are not required, but are encouraged.

$0.00

Please list all non-Bond funding for the project.

For each non-Bond funding source, please include the following:

1) Funding Source
2) Funding Amount
3) Funding Status (i.e., secured, pending, etc.)

The Town will attempt to partner with non-profits to raise funds if necessary to complete this project. We are also considering approaching Buncombe County and the Town of Woodfin to partner on this project, since the project property is in the unincorporated area of the County and adjacent to Town of Woodfin's annexed parcels. The Town sees a collaboration by Weaverville, Buncombe County, and Woodfin to be of great benefit to the community and region.

Project Summary

Project Summary Narrative.

Please provide a summary of the project, including the following items. Text boxes are limited to 1,500 characters.

- What is the purpose and objective of the project? What are the anticipated outcomes?
- What are the proposed uses of the bond funding?
- How does the project align with the Open Space Bond’s goals of preserving the natural beauty of Buncombe County, increasing the quality of life for its residents, and improving access to recreational activities in the area?
- Who are the typical users of the project?

The Town of Weaverville owns a 309-acre watershed that is protected under a conservation easement with the North Carolina Land and Water Fund. The property is forested with mature hardwood-dominant forest

types providing long-range views, and quiet forest space. The objective of this project is to protect and manage the natural resources while allowing for public passive recreational, scientific, educational, and cultural uses that meet the requirements of the conservation easement and this Open Space Bond. The Town has a professionally-designed trail master plan that identifies over 9 miles of potential trails. The trail design utilizes an existing network of old logging roads, and adds trails throughout the property with a minimal impact approach. Public access will be possible from cyclist-friendly Elk Mountain Scenic Highway where we also plan to create a small parking area. The existing water supply equipment and reservoir will be fenced off to protect the Town's equipment and ensure public safety. The bond funding would be used to pay for trail construction, parking area creation, installation of reservoir fencing, and initial trail system maintenance. The project is perfectly aligned with the goals of the Open Space Bond and would be an asset to Buncombe County residents. It will help protect the watershed and give Buncombe County access to a unique multiuse trail system unlike any other in the, improving residents quality of life and access to outdoor recreation.

Eligibility

Eligibility Summary*

Please attest to the project's eligibility for Bond funds, including the following requirements. Text boxes are limited to 1,500 characters.

- Proposed use of Bond funds must be for either acquisition of land or improvements on the land (or a combination).
- Is the project located within Buncombe County?
- Does the project's timeline allow for the allocation of funds within the Bond schedule?
- Does the project include a plan for long-term management and maintenance?
- Is the project accessible to the public?
- Proof of non-profit or government status, if applicable.

We are requesting the use of Bond funds exclusively for land improvement and maintenance. The property is currently under fee title ownership by the Town and has a conservation easement in place that prohibits industrial, commercial, and agricultural use as well as prohibits the disturbance of natural features, plants and animals. The property is located in Buncombe County situated between Eller Cove Rd and Elk Mountain Scenic Highway, with public access proposed off of Elk Mountain Scenic Highway. If awarded Bond funds, the timeline to implementation fits perfectly within the Bond schedule. The project is essentially "shovel ready" and work could proceed almost immediately after funding is secured. The Town anticipates a project completion timeline of under two years. Long term management and maintenance of the property has been thoroughly considered and a clear plan is in place. The Town has developed a draft management plan that details management and maintenance. Furthermore, the trail master plan discusses trail specifications, construction, and maintenance needs. Routine trail maintenance activities will be used to engage the community to demonstrate sustainable trail principles and impart conservation values. The project will be free to access and open to the public, the entire purpose of our funding proposal is to make the property accessible to the public.

Improvements Narrative

Improvements Narrative

Please provide a narrative summary of how the project will use bond funds for any improvements of land for passive recreation opportunities. Text boxes are limited to 1,500 characters.

We propose to use the Open Space Bond funds in four different ways; three of which are needed in order to open the property to the public, and one needed afterwards. First, a sustainable trail system needs to be constructed. Trail construction will utilize the existing resources and also create new trails. Trail construction will be executed utilizing the highest industry standards, allow for some ADA accessibility, and include clear signage and maps to help visitors navigate the property. Use of natural materials will be greatly prioritized over any other non-natural materials. Second, a small parking area needs to be established to accommodate visitors who would drive to use the property. The parking area will be constructed utilizing natural materials, have a porous surface, and have as minimal an impact as possible on vegetation and water quality. Third, fencing needs to be erected to protect the reservoir and water supply equipment, as well as ensure public safety. The Town will contract this out to a local, reputable fencing company that has experience constructing fencing in wooded terrain. The fourth element deals with maintenance. The Town of Weaverville proposes to use Open Space Bond funds for maintenance up until the 2030 bond timetable. This will ensure the new trails, parking, and fencing will be sustainable in the long term.

Alignment with Evaluation Criteria: Conservation and Environmental Impact (20%)

Describe how the project contributes to any of the following:

- Restoring/Protecting wildlife habitat
    - Endangered or threatened species
    - Protecting wildlife access
- Maintaining an ecosystem and biodiversity
- Protection of natural resources and infrastructure (forests, freshwater, wetlands, riparian zones, floodplains, watershed, tree canopy, etc.)
- Increasing or maintaining opportunities for conservation education
- Defending against threat of loss of habitat or natural resources
- Removing nonnative invasive species and/or restoring native plants
- Improving water quality
- Managing water quantity (e.g., stormwater runoff)

Text boxes are limited to 1,500 characters.

Project design plans have been developed in coordination with experienced biologists to minimize wildlife impacts. The Project area is protected under easement to conserve natural communities and water quality. The site provides high quality Chestnut Oak and Rich Cove Forest types known to support various wildlife including listed bats, rare birds, salamanders, and diverse herbaceous flowering plants (see Baseline Report, 2017). The Trail Management Plan implements protections to sensitive natural resource areas, especially streams. Stream buffers prohibit certain uses such as logging and off-trail hiking to prevent impacts to water quality and aquatic habitats. Other prohibited uses like hunting, horseback riding, and motorized vehicles (except for emergency responders and adaptive cycles) apply to the entire property to reduce impacts to

wildlife. The trail alignments and parking areas have been carefully selected to minimize erosion potential, stormwater runoff, number of stream crossings, maintenance, and disturbance to native vegetation. Invasive plants occur onsite including multiflora rose, garlic mustard, oriental bittersweet, and Japanese spiraea. Fortunately, these species occur in relatively discrete locations and proposed trail access would facilitate prudent management and monitoring. The proposed parking area is collocated with the largest concentration of multiflora onsite which will simplify eradication at this location.

Describe how the project contributes additional, protected open space (if applicable).

- Does the project acquire new land for public open space for recreation and/or natural resource restoration?
- Is the property adjacent to or nearby existing open space?

The Project does not rely on the acquisition of new land, but it does create additional public open space for recreation on land that is protected under conservation easement. The Project would provide a unique experience for diverse passive outdoor recreation user groups like hikers, mountain bikers, trail runners, adaptive cyclists, families, dog walkers, wildlife observers, etc. In addition to recreation uses, the Project will support education-focused user groups (including after school programs, see below) to demonstrate sustainable natural resource management principles. Site access will also facilitate wildlife monitoring and help inform prudent, long-term wildlife management practices.

Although public access to hiking and biking opportunities exist in the general vicinity, the site is situated in an area where growing demand for public outdoor spaces exceeds supply (see maps section). The Project occurs along Elk Mountain Scenic Highway (EMSH), a common accessway to the Blue Ridge Parkway (BRP) and nearby Rattlesnake Lodge that is also a popular cycling route. The Project is designed and strategically situated to complement the recreation opportunities that occur nearby. The Project would also provide a unique cycling route from the Town of Weaverville to the BRP that minimizes use on busy roadways like Reems Creek Road.

How does the project contribute to educational opportunities related to conservation and wildlife?

The Town acknowledges that safe, public access to natural resources is essential for promoting wildlife conservation values. The Project will be an asset to Buncombe County Schools, local colleges, and youth groups to demonstrate ecological principles and promote wildlife conservation (see letters of support). The Project provides opportunities for interactive school fieldtrips and educational infrastructure to showcase the site's wildlife communities. It will be available for local colleges to conduct field classes, monitor wildlife, and perform studies that inform adaptive wildlife management. Partners have indicated that acoustic monitoring for rare bats may be particularly useful for wildlife resource agencies to effectively conserve these animals. The Project will expand recreation opportunities for birdwatchers and other wildlife observers. Moreover, the Town will encourage user groups to document wildlife observations via iNaturalist, eBird, and similar public repositories to inventory wildlife onsite. The Town is committed to engage the communities it serves to showcase and implement sustainable outdoor recreation practices at the Project. Routine trail maintenance led by the Town and supported by partners from the U.S. Fish and Wildlife Service, Elevated Trail Design, Southern Off-Road Bicycle Association, Carolina Mountain Club, and other youth programs will provide opportunities to impart wildlife conservation values to the community.

How will you measure the success of conservation/environmental benefits?

According to wildlife managers, habitat loss due to development is among the greatest threats to wildlife and most challenging issues to address. Fortunately, most of the natural communities onsite are healthy and successfully protected from future development via conservation easement. Future on-the-ground conservation successes include invasive species control and management for erosion/sedimentation. Success of invasive species management will be measured in area of habitat restored and associated effort (person-hours) from partners. Our goal is to completely eradicate invasive plant species from the site.

The Project's potential to facilitate education and instill conservation values is among its greatest assets. Our partners from local Schools and Universities acknowledge the Project's potential to serve as an outdoor classroom to demonstrate ecological principles and practice wildlife/habitat monitoring techniques. Routine trail maintenance activities would also engage the community to demonstrate sustainable trail principles and impart conservation values. Conservation successes achieved through education, outreach, demonstration, and intentional public engagement provide durable conservation benefits that extend far beyond the site boundary. These intangible environmental benefits are difficult to measure precisely, but can be inferred from metrics like number of partners, number of students and participants, volunteer-hours, etc.

Alignment with Evaluation Criteria: Feasibility (20%)

How will the applicant ensure that the project is completed?

The Town of Weaverville feels it has done much preparation and planning to ensure that the project is well situated to be completed successfully. The Land and Water Fund requires a management plan in place prior to passive recreational public use within the watershed easement area. We currently have a draft management plan that has been reviewed both by Town and easement staff and could be formally adopted with approval by the Weaverville Town Council, which is strongly supportive of the trail system concept. A trail master plan has been funded by the Town and has been completed by a professional trail design and construction firm, making the project "shovel ready". Throughout the entire management and trail master plan development, the Town has developed a collaborative relationship between the Town, easement staff, and the community. The amount of community support for this project is tremendous. Private citizens have informally organized into a friends group that includes members of local hiking and bike advocacy groups, contributed significant planning effort to date, and has the capacity to provide trail maintenance if feasible. The Town feels it has a well thought out trail concept and has addressed all of the potential impediments to successful implementation. All required and interested parties are in full support to see the property opened to public use.

What are the potential risks/impediments to completion?

- How will these risks/impediments be addressed?
- What other factors may affect the project's timeline?

Thanks to the variety of people involved in the planning and preparation of this project, the Town has thought a lot about potential risks and impediments to completion. One primary concern is the potential popularity of the trail system, and how that popularity might overwhelm the parking and capacity of the site. The Town has reached out to law enforcement, the local fire department, and the North Carolina Department of Transportation to make everyone aware of the project and to allow ample time for planning and preparation. Another concern is users attempting to access the property off of Eller Cove Rd. The right of way access goes through private property and ends at the Town's water supply equipment. The Town does not want to create

issues for the landowners or the public accessing the water supply equipment area. Ample signage and communication with the public is planned to try and minimize this potential issue.

Please describe the readiness of the project.

Please include:

- The current status of the project
- The timeline for completion
- The timeline for public use/access

The project planning is nearing completion and the Town is transitioning towards trying to secure funding for installation and construction. The draft management plan has been created and reviewed, and the trail master plan has already been funded and created.

Timeline for completion is estimated to take no more than two years after funding is secured. The trail master plan estimates trail installation could be completed in a 10-11 month timeline. The Town of Weaverville has doubled this timeline to accommodate any potential delays and allow ample time for fencing installation and parking area creation.
Public use could proceed almost immediately after all project elements are installed.

Who are the partners involved in the project and what are their roles?

Town of Weaverville - Property owners and land managers
North Carolina Land and Water Fund - Weaverville watershed conservation easement holders
Southern Appalachian Highlands Conservancy - Monitoring and enforcement of the Weaverville watershed conservation easement
Elevated Trail Designs - Contracted by the Town to develop the trails master plan for the watershed property
Mark Endries - Private citizen. Initial trail concept, management plan writing, grant writing, project proponent
Byron Hamstead - Private citizen. Wildlife Biologist. Grant writing, project proponent

Please describe the historial uses of the land.

Prior to 1912, this property was undisturbed mountain woodland, used only for hunting, logging, and gathering of food such as nuts, honey, and fruit. The property has remained relatively undisturbed for generations. In 1913 the Town acquired 100 acres of property in the Eller Cove area as a watershed for the Town's citizens. During 1913, a small concrete dam was built and water lines were laid to transmit the flow of water from this watershed to the south and central areas of Weaverville. From 1913, this watershed remained undisturbed and continued to provide water to the Town until 1923 when a drought affected the water supply and limited production. After several later droughts, additional improvements were made at Eller Cove in the 1970's to expand the acreage to 309.82 acres and to increase the storage capacity and add more distribution lines, but the water supply was not affected or increased. Based on the Town's efforts to provide drinking water from other sources, including wells and a connection with the City of Asheville, use of the Eller Cove watershed was discontinued in the late 1970's. Since that time, the watershed has not been used for any purpose. At present, the Town's water needs are served by a modern water treatment plant which pulls water from the Ivy River. A conservation easement was granted by the Town to the Southern Appalachian Highlands Conservancy in 2017 to preserve the property for future generations.

Please describe the physical aspects of the property that may impact project completion.

These aspects can include vegetation, soils, hydrology, wildlife, topography, etc.

The property is a typical steep mountain woodlands with 100% of the property covered with mature forests, except for the surface of the small lake and dam (3 acres +/-), the road surface of Elk Mountain Scenic Highway (1/3 acre), overgrown former logging roads, and stream beds. Our trail master plan has delineated trails that make the most of the space available in a sustainable manner to create a diverse and low-density trail system that uses the most up-to-date industry standards. The physical aspects of the property will make construction of the proposed trails and stream crossings relatively difficult due to limited access for equipment, work crews, and delivery of materials. Careful staging of the work will be necessary to work in a progressive manner, using existing and then completed trails within the property and parking areas along Elk Mountain Scenic Highway to limit disturbance of the forest and minimize any erosion. Steeper trails will utilize S curves in order to create a traversable climb, and existing logging roads will be used to develop more accessible trails. We do not foresee any issues that would not be resolvable. Care has been taken to minimize the disruption of the natural resources and hydrology of the property during the planning phase and will be carried forward during installation.

Alignment with Evaluation Criteria: Accessibility (15%)

Please describe if/how the project is accessible by various transportation methods.

This can include:

- Road
- Greenway
- Trail
- Waterways
- Public Transportation

The trail system is accessible by two roads, Eller Cove and Elk Mountain Scenic Highway. Motor vehicles will arrive at the property at the Southwest corner parking area. With dedicated parking available on site, and a variety of trail terrain, folks of all ages and abilities will be able to enjoy the Watershed property. A large number of folks will also arrive by Bicycle, as this trail system serves as the connector for a bike loop originating and ending in Weaverville. This loop will allow cyclists to avoid busy travel corridors such as Reems Creek. Bicycle through-travel of the Watershed would connect Eller Cove Rd to Elk Mountain Highway. Bikers can begin in Weaverville or take Elk Mountain Highway from North Asheville/Beaverdam from Asheville. Elk Mountain Highway is already very popular with the cycling community in Buncombe County, and this large connector loop will draw folks. The attached ConnectionsMap details how easily accessible this Trail system is by bike.

How does the project address public access and use?

Please discuss the following questions:

- Are there any anticipated limitations to public access?

- Will the property be available to rent/lease for private use (e.g., events)?
- Does the project make available amenities such as restrooms, parking, drinking fountains, sitting areas, etc.?

Elk Mountain Scenic Highway and Eller Cove Road are rural roads that link directly to areas of Weaverville, Woodfin, North Asheville, and the Blue Ridge Parkway. The Town anticipates people will arrive to the property using bicycles and motorized vehicles. The trail system will include an accessible, off road parking area. This trail system will be open and free to the public to enjoy. The Town does not intend to offer any spaces on the property for rent, or allow for events to happen on the Property. This does not include any volunteer work events, or similar free service events. Included in the plan is construction of seating areas for visitors to enjoy the views, and enjoy the trails at their own pace.

If the project in close proximity to a nearby community or neighborhood?

If yes, please describe the community and how they will access the project.

The nearest communities to this project include Weaverville, Woodfin, North Asheville/Beaverdam Valley, and neighborhoods across North Buncombe County. Elk Mountain Scenic Highway is very popular with the cycling community, and adding this trail system would not only add value to the communities in Weaverville looking to hike and walk outdoors in a safe, peaceful space, but also add value for the existing cycling community who are using the surrounding areas. There are few open multimodal recreational spaces for all ages and accessibility levels in this area of North Buncombe County.

Please describe how the project (or elements of the project) meets ADA compliance.

Compliance with ADA accessibility standards on the project must be balanced with the desire to preserve/protect the unique natural features of this steep and rugged property and wildlife present. Full compliance with the ADA is not practicable on the trails based on anticipated trail slope and width, but many standards can be met. The trail system generally follows the existing logging roads and provides a firm and stable trail. The running slope on the trails average 3-10%. The cross slope for trails will be 1.5-2%, which is less than 3% and in compliance with the ADA. The clear tread width will be at least 36” (ADA required) and will average between 36” and 48”. An 8’ cleared corridor is planned to avoid overhead/protruding obstacles. Routine and as-needed trail maintenance will resolve overhead, protruding, and tread obstacles. Gates/barricades used to prohibit vehicular access to the trails will be designed to allow easy access to the trail system. An Entry Level Trail (see map) is planned as an out-and-back trail (roundtrip approx. 3 miles long) along a ridgeline and viewshed that will be quite approachable to those with special physical needs and to new and young hikers and bikers. The Town would also like to provide accessibility to most of the trail system for Adaptive Mountain Biking, which encompasses a broad range of riders who typically cannot ride a standard mountain bike and requires adapted equipment and trails to suit their physical and other abilities.

Alignment with Evaluation Criteria: Equity (15%)

How does the project promote diversity, equity, and inclusion?

This trail system will be open to the public and encourage participation of all, regardless of background, identity, or different abilities. One of the goals in creating this trail system is encouraging and promoting healthy activities to all residents in the surrounding communities. Another goal is allowing public exposure to

the mature forest and wildlife on the property, including birds like the Cerulean Warbler, a species with declining numbers and a particular affinity for our mature forested area. The development of accessible paths encourages folks across demographics and abilities to discover the best way for them to interact with this system of trails. The Town wants to create a recreation environment that will offer the opportunity for affirmation, celebration, and appreciation of different recreation approaches, styles, perspectives, and experiences.

Does the project serve traditionally disadvantaged communities? How?

The Weaverville Town Council adopted a Title VI Civil Rights Compliance Policy on April 27, 2020, to formally enact the Town's longstanding practice of providing programs and services on a nondiscriminatory basis. Pursuant to that policy and in accordance with Title VI of the Civil Rights Act of 1964 and related statutes, the Town operates its programs, activities, and services without regard to race, color, national origin, sex, age disability, or income level. The Town assures that every effort will be made to ensure that no person will be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination under any program or activity that it administers.

Is the project close to existing or planned low-income or senior housing?

If yes, which projects?

In February of 2023 the Town of Weaverville voted in favor of establishment of an affordable housing development with over 150 units. As of 2023, 37.7% of Weaverville residents were over the age of 60.

What are the historical or cultural features of the land?

How does the project contribute to their protection/education?

The Town of Weaverville purchased this property over a century ago in an effort to protect the Eller Cove Watershed from pollutants, which at the time supplied the Town's drinking water. By 1993 the river was no longer a viable water source for the Town, and the Watershed was set aside as an emergency water supply. Between 2013-2017, the Town worked with the Southern Appalachian Highlands Conservancy to place a conservation easement on the acreage. The easement protects the headwaters of Reems Creek, the forested habitat, the scenic views, and the largely forested area of, mature chestnut oak forest, rich cove forest, and montane oak-hickory forest.

Describe the community support/involvement in the project.

- How was the community involved in the design and implementation of the project?
- Describe any community outreach completed or planned.

In addition to a group of Town Staff dedicated to this project, we have a group of community members supporting the development of this grant application and the development of these trails. There is community support to develop a Friends of the Watershed group that would assume a level of responsibility and ambassadorship. As you will see from the Letters of Support, we are in communication with established hiking and biking groups in the area and have their support, including the Carolina Mountain Club, Pisgah Rage, and Pisgah Area Sorba.

How does the project consider and mitigate for potential negative impacts on community?

We do not foresee this project having any potential negative impact on the surrounding communities. Alternatively, the project will support and mitigate potential negative impacts of population growth by preserving and providing free, wild open spaces for recreation.

Alignment with Evaluation Criteria: Long-Term Management & Maintenance (10%)

What is planned for long-term maintenance and management of the project?

Please speak to (where applicable):

- Invasive species management
- Trash and litter management
- Maintenance techniques

The Town plans to continue as the lead land manager of the property and provide the maintenance and management of the property as it has for the past century unless collaborations are formed with the County and/or the Town of Woodfin. Current maintenance work is performed by the Weaverville Public Works Department. Once the project is completed with a new trail system and parking area, there will be an entirely new set of maintenance and management needs for the property. For the first few years after trail installation, the Town would like to contract that work out to the professional trail construction company that designs and builds the trails, with the intent of eventually hiring staff with the expertise and skills necessary to correctly manage the trails long term. Additionally, there is strong community support to develop an official Friends of the Watershed group that would take on some level of responsibility of property maintenance and management. The interested community members have experience with trail construction and maintenance, invasive plant control, plant and animal identification, and trash and litter management. Mobilization of this Friends group is all but guaranteed and will also be interested in providing guided educational hikes, trail maintenance, invasive plant removal, and other work-day like events that would be open to the public.

Will there be staff dedicated to land management and maintenance?

Please describe their experience, credentials, and expertise.

Yes, the Weaverville Public Works Department will be the official land manager responsible for the maintenance and management of the property. However, as departmental resources are sometimes difficult to assign outside of Town corporate limits, the Town of Weaverville may determine that it is the most effective and efficient use of Town resources by hiring a maintenance firm to assist with long-term maintenance of the project. The Weaverville Public Works Department currently consists of 18 employees and is responsible for providing a number of essential services to the citizens of the Town in 3 divisions: Sanitation, Streets Maintenance and Parks Maintenance. Public Works has managed the Weaverville Watershed property for the entire time the Town has owned the property. In addition to the watershed, the Park maintenance Division currently manages two additional parks: Lake Louise Park and the Main Street Nature Park.

Will there be staff dedicated to financial management of the project?

Please describe their experience, credentials, and expertise.

The Weaverville Town Manager will oversee the financial management of this project, supported by the Town's Finance Director, also a CPA, and a three-person Finance Department. As the Governing Body of the Town, Town Council also pays close attention to the financial expenditures, capital projects, and financial management of the Town.

What financial resources are planned for long-term maintenance and management of the project?

Please describe the following:

- The plan for securing these financial resources, if applicable.
- How the operations and maintenance costs have been identified and the activities needed.

The Town of Weaverville will provide staffing or funding for outsourcing of the long-term maintenance and management of the project. If grant funding is not provided, Town Council may need to allocate Town revenue for the long-term maintenance and management of the project.

Is the community involved in project management/maintenance?

If yes, please describe the plan for community involvement.

Yes, there is strong community support to develop an official friends group that would take on some level of responsibility of property maintenance and management. The community members have experience with trail construction and maintenance, invasive plant control, plant and animal identification, and trash and litter management. Mobilization of this friends group is all but guaranteed and could provide guided educational hikes, trail maintenance, invasive plant removal, and other work-day like events that would be open to the public. Furthermore, the Town is in communications with some established hiking and biking groups in the area and have their full support. The Carolina Mountain Club and Pisgah Area Sorba have both written letters of support for the project. Once the trails are installed there is the possibility of having their direct involvement in trail maintenance.

Long-Term Maintenance and Management Plan

Draft Management Plan Weaverville Watershed.pdf

Alignment with Evaluation Criteria: Costs and Leveraged Funding (10%)

Describe the specific project components to be completed using bond funds.

How were these costs estimated?

The Town of Weaverville proposes to use the Open Space Bond funds in four different ways: 1.) trails construction, 2.) parking area creation, 3.) fencing, 4.) future management and maintenance. The cost of trails, parking area creation and future management and maintenance costs were estimated by Elevated Trail Designs, a professional trail design and construction firm who the Town contracted with to develop the trail master plan for the property.

What efforts have been made to pursue funding from other sources?

The Town of Weaverville has invested significant effort and funding for the Weaverville Watershed Trails project to date. The Town has managed the property for the last century as a normal component of its Public Works responsibilities. This includes mowing, trash and litter clean up, invasive plant removal, and installing fencing to secure the property. The Town authorized the funding to have a professional trail design and construction firm develop a trails master plan. In 2023 the Town submitted a grant proposal with the Land and Water Fund, the conservation easement holders for the property, to conduct management activities on the property that would help protect the integrity of the conservation easement. The Town has also leveraged public interest in the project and has collaborated with private citizens to develop the draft Watershed management plan as well as assistance with developing this grant proposal. Moving forward, the Town is fully invested in the trails concept and working to see it open to the public.

If awarded less than requested, what components of the project could still be completed?

What are the costs of these components?

The Town of Weaverville could work with any amount provided, but may need to adjust the plans and fund the project incrementally over a number of years.

Alignment with Evaluation Criteria: County Plans/Needs/Priorities (5%)

How will this project fulfill community needs?

These needs can include:

- Recreation
- Tourism
- Economic Development
- Public Health
- Public Services
- Other

Where can you go for a hike or mountain biking in North Buncombe County? There is significant need for publicly available nature-based passive recreation in North Buncombe County. In 2020 the Alexander Mountain Bike Park was closed to expand the landfill and no new trails were developed as a replacement. This was a significant loss for residents interested in passive recreation in North Buncombe County. As a

result, for residents of North Buncombe County the nearest opportunity to mountain bike and hike all but requires driving to other more distant destinations in the County. The Weaverville watershed trail project will fill a void and provide trails in North Buncombe County. Even better is that for residents of Weaverville, Woodfin, and North Asheville this destination can be easily reached by bicycle alone, reducing the dependency of cars for passive recreation in Buncombe County.

The Weaverville Watershed is located adjacent to Buzzard Rock, which is already a popular tourism destination in Buncombe County. If the trails are completed it would provide additional recreation opportunities to an already popular tourist locale.

The Weaverville Watershed trails would greatly benefit recreation and public health, and potentially reduce the need to take a car to recreate. The Town of Weaverville also feels the trails could be a significant driver for tourism and economic development in the area.

Does this project address any current county/regional/municipal plans?

If yes, which goals are impacted?

The Buncombe County Strategic Plan vision calls for a community in harmony with its environment. The Weaverville Watershed trails project will provide a pristine location where residents can explore nature in the County. If implemented, the project would benefit the Environmental & Energy Stewardship, Resident Well-Being, and Vibrant Economy focus areas by reducing greenhouse gas emissions, preserving environmentally sensitive tracts, expanding cultural and recreational assets, and being a stimulus to the local economy.

The project would positively impact the Equity, Sustainability, Livability, Conservation, and Community vision themes outlined in the 2043 Comprehensive plan. Equity by providing a public use locale in an underserved location, sustainability by protecting a natural resource, livability by providing a unique public-use natural area, conservation by providing a nature-based recreation economic opportunity, and community by being a partner in a community-led trail building effort.

The project is also perfectly aligned with the Open Space Bond Passive Recreation Lands initiative. The initiative calls for adding conservation benefits by providing a destination for hiking, biking, birding, wildlife viewing, educational activities, and low-impact outdoor recreation that is constructed out of onsite natural materials. This is exactly aligned with the Town of Weaverville's vision for the Watershed trail project.

Did you receive input from a municipal or County planning department or person?

Yes

If yes, please provide their name, department, and email address.

Jill Carter, Open Space Bond Project Manager, jill.carter@buncombecounty.org and James Eller, Planning Director for Town of Weaverville, jeller@weavervillenc.org

Alignment with Evaluation Criteria: Safety (5%)

How will the project be managed to address safety concerns?

The Town of Weaverville has done much planning and preparation with the Weaverville Watershed Trails project to address the issue of safety. The Town of Weaverville has reached out to law enforcement, the local fire department, and the North Carolina Department of Transportation to make everyone aware of the project and to allow ample time for planning and preparation. Another safety concern is users attempting to access the property off of Eller Cove Rd. The right of way access goes through private property and ends at the Town's water supply equipment and reservoir. The Town does not want to create issues for the landowners or the public accessing the water supply equipment area. The Town plans to install exclusion fencing to surround the reservoir and water supply equipment to keep visitors from these areas. Additionally, ample signage and communication with the public is planned for all aspects of the property to adequately inform visitors on allowable uses of the property and how to navigate the trail system.

How will the project be protected from deterioration and vandalism?

Once the trails are opened to the public the Town of Weaverville plans to have skilled trail maintenance staff and Weaverville law enforcement presence in the area to protect from deterioration and vandalism. Additionally, the Town would like to leverage the strong community support of the project to potentially mobilize an official friends group and/or established hiking and biking groups to serve as trail ambassadors to further assist with preventing deterioration and vandalism.

How does the project mitigate against potential conflict between different user groups?

For example, how might the project mitigate against accidents between hikers and cyclists?

The Weaverville Watershed Trails master plan has identified bike only and hike only trails to better serve each user group and also to reduce potential conflicts between the groups. Additionally, ample signage and communication with the public is planned for all aspects of the property to adequately inform visitors on allowable uses of the property, how to navigate the trail system, and provide strategies for minimizing potential conflicts between user groups.

Please describe any clear signage and navigation tools to be made available.

As the manager of multiple parks within the Town of Weaverville, the Town has the knowledge and expertise to know what signage is needed for the Weaverville Watershed Trails. The Town will contract with a professional signage company to create all signs. For Trail navigation the Town will closely coordinate with the professional trail construction firm to identify and create all needed navigation signs. The Town does not foresee any issues developing and installing all needed signage for the property.

Applicant Experience

Please provide a summary of the applying organization's experience, including:

- Time in service

- Staff
- Fiscal Capacity

The Town has, for a number of years, maintained two very active parks, including the Lake Louse Park and the Main Street Nature Park. While Lake Louise Park boasts a number of amenities including the Weaverville Community Center, fishing, trails, outdoor fitness equipment, accessible playground equipment, and the most recently-added recreation complex (including pickleball courts and a multi-purpose sport court), the Main Street Nature Park is reserved for passive recreation including birding, picnicking, trail walking/running, and special events sponsored by the Town.

The Town's Public Works Recreation Maintenance Department, managed by the Town's Public Works Director and Engineer, provides maintenance and upkeep for the aforementioned parks and our experienced Recreation Coordinator provides work on programming for the parks.

The Town maintains both parks using tax dollars and grant funding when available and awarded, in addition to assistance from community clubs, such as the Weaverville Garden Club and local boy scouts who raise funds to help beautify the parks.

Please provide a summary of the applicant's relevant past experience, including:

- Past project descriptions
- Size/location/method of conservation or improvements

The Town has, for a number of years, maintained two very active parks, including the Lake Louse Park and the Main Street Nature Park. While Lake Louise Park boasts a number of amenities including the Weaverville Community Center, fishing, trails, outdoor fitness equipment, accessible playground equipment, and the most recently-added recreation complex (including pickleball courts and a multi-purpose sport court), the Main Street Nature Park is reserved for passive recreation including birding, picnicking, trail walking/running, and special events sponsored by the Town.

Please provide a summary of the qualifications of all organizations involved in the project.

Elevated Trail Designs - Trail Master Plan
Established in 2011, Elevated Trail Design is located in Buncombe County but have built trails and bike parks here and also in CO, NM, WV, MD, TN, NY, VA, and SC. ETD has the expertise to assist with any phase of a trail project, from vision and design to construction and maintenance, pride themselves in adapting to each unique environment. Owner Peter Mills serves on the Connect Buncombe Board to advocate for greenway accessibility in his community.

Mark Endries and Byron Hamstead – Project Proponents, Draft Management Plan writing, grant writing, technical assistance
Mark Endries is an avid advocate for outdoor recreation in Buncombe County, and a Geographic Information Systems specialist with the US Fish and Wildlife Service (USFWS). Mark puts his planning and map making skills to use by identifying opportunities for enhancing passive recreation opportunities in the area. Mark sketched the initial trail concept for the Watershed trails, wrote the draft management plan, and helped put together this grant application. Byron is an experienced wildlife biologist with the USFWS focussing on aquatic ecology, impact minimization, environmental regulation, and instilling environmental conservation values through public outdoor recreation.

Proof of nonprofit/governmental status (where applicable)
IRS Letter - 4076C - Tax Exempt Status for Town of Weaverville.pdf

Resumes of Key Staff
Key staff resumes - County open space grant.pdf

Budget

Please provide a narrative explaining the project's budget.
The budget includes cost estimates for four project components: 1.) trails construction, 2.) parking area creation, 3.) Fencing, 4.) future management and maintenance. Each of the components listed are needed to see the trail system developed to its full potential. The cost of trails, parking area creation and future management and maintenance costs were estimated by Elevated Trail Designs, a professional trail design and construction firm who the Town contracted with to develop the trail master plan for the property.

Project Budget
Weaverville Watershed Trails and Wildlife Preserve Project Budget.pdf

Additional Documentation

Certified authorizing resolution from nonprofit corporate board
If applicable

2024-2-26 Resolution of Support for Passive Recreation Lands FY2024 Grant Application.pdf

Project Maps (location, site, parcel)
Weaverville Watershed Project Maps.pdf

Project Photos and Illustrations
Photos of Weaverville Watershed Project-Property.pdf

Letters of Support

Weaverville Watershed Project Letters of Support.pdf

Other Documentation

File Attachment Summary

Applicant File Uploads

- Scope of Work - Weaverville Watershed Trails.pdf
- Project Budget and Timeline.pdf
- Draft Management Plan Weaverville Watershed.pdf
- IRS Letter - 4076C - Tax Exempt Status for Town of Weaverville.pdf
- Key staff resumes - County open space grant.pdf
- Weaverville Watershed Trails and Wildlife Preserve Project Budget.pdf
- 2024-2-26 Resolution of Support for Passive Recreation Lands FY2024 Grant Application.pdf
- Weaverville Watershed Project Maps.pdf
- Photos of Weaverville Watershed Project-Property.pdf
- Weaverville Watershed Project Letters of Support.pdf

WEAVERVILLE WATERSHED TRAILS SCOPE OF WORK

3/21/2024

OVERVIEW

1. Project Background and Description

Weaverville owns a 309-acre watershed under a conservation easement with the North Carolina Land and Water Fund. The watershed was formerly used as the Town's water supply, but stopped this in the late 1970's. The property is forested with mature hardwood-dominant forest types providing long-range views and backcountry-like quiet forest space.

The Town of Weaverville would like to protect and correctly manage resources while allowing public passive recreational, scientific, educational, cultural, and aesthetic uses. The town has a professionally-designed trail master plan that identifies over 9 miles of potential trails. The trail design utilizes the existing network of old logging roads and adds additional trails throughout the property with a minimal impact approach.

Access will be from cyclist-friendly Elk Mountain Scenic Highway where a small parking area will be created, as well as other access points exclusively for biking and hiking that would not provide parking. The water supply equipment and reservoir will be fenced off to both protect the Town's equipment and ensure public safety.
This document identifies the costs required for trail installation, parking area creation, installation of the reservoir fencing, and property maintenance.

The Town of Weaverville would like to provide as much accessibility as is practical for a property at steep and rugged as it is. The town has identified portions of two trails as entry level that combined would provide an out and back route of approximately 3 miles along a ridgeline and viewshed that will be quite approachable to those with special physical needs and to new and young hikers and bikers. Additionally, the town anticipates that most of the trail system will be accessible for adaptive mountain biking.

The project would be a tremendous asset to Buncombe County residents. It will help protect the watershed while giving Buncombe County citizens access to a unique multiuse trail system unlike any other in Buncombe County, improving residents quality of life and access to outdoor recreation.

2. Project Scope

Prior to allowing public use of the property, the Town of Weaverville has identified 4 project needs:

1. Trails. A sustainable trail system needs to be constructed. Trail construction will utilize the existing resources and add new trails. Trail construction will be executed utilizing the highest industry standards, allow ADA accessibility as much as is possible, and include clear signage and maps to help visitors navigate the property. Use of natural materials will be greatly prioritized over any other non-natural materials. Trail installation is divided into three distinct phases (see Phase Map in the Map section of this document):

    Phase 1: Convert existing roads on the property to sustainable trails, a portion of which will be entry level accessible

    Phase 2: Add trails to connect Phase 1 trails to right-of-way access to enter and exit watershed from Eller Cove Rd.

    Phase 3: Add additional trails to provide full capacity of hiking trails on the property. A portion of these trail will expand the entry level accessible trails on the property.

    Phase 4: Add observation/viewing platforms or covered pavilions in two locations.

2. Parking. A small parking area of 14-18 spots needs to be established to accommodate visitors who would drive to use the property. The parking area will be constructed utilizing natural materials, have a porous surface, and have as minimal impact as possible on vegetation and water quality.

3. Fencing. Fencing needs to be erected to protect the reservoir and water supply equipment, as well as ensure public safety. The Town will contract this out to a local, reputable fencing company that has experience constructing fencing in wooded terrain.

4. Management and Maintenance. Once the trails, parking and fencing has been installed, proper management and maintenance of all elements will be needed to ensure the new trails, parking, and fencing will be sustainable in

the long term. The proposed maintenance strategy and budget will contract two professional trail builders (80 person-hours/month) to accomplish routine site evaluations and maintenance for at least the first four years post-construction (i.e. until 2029).

3. Property History

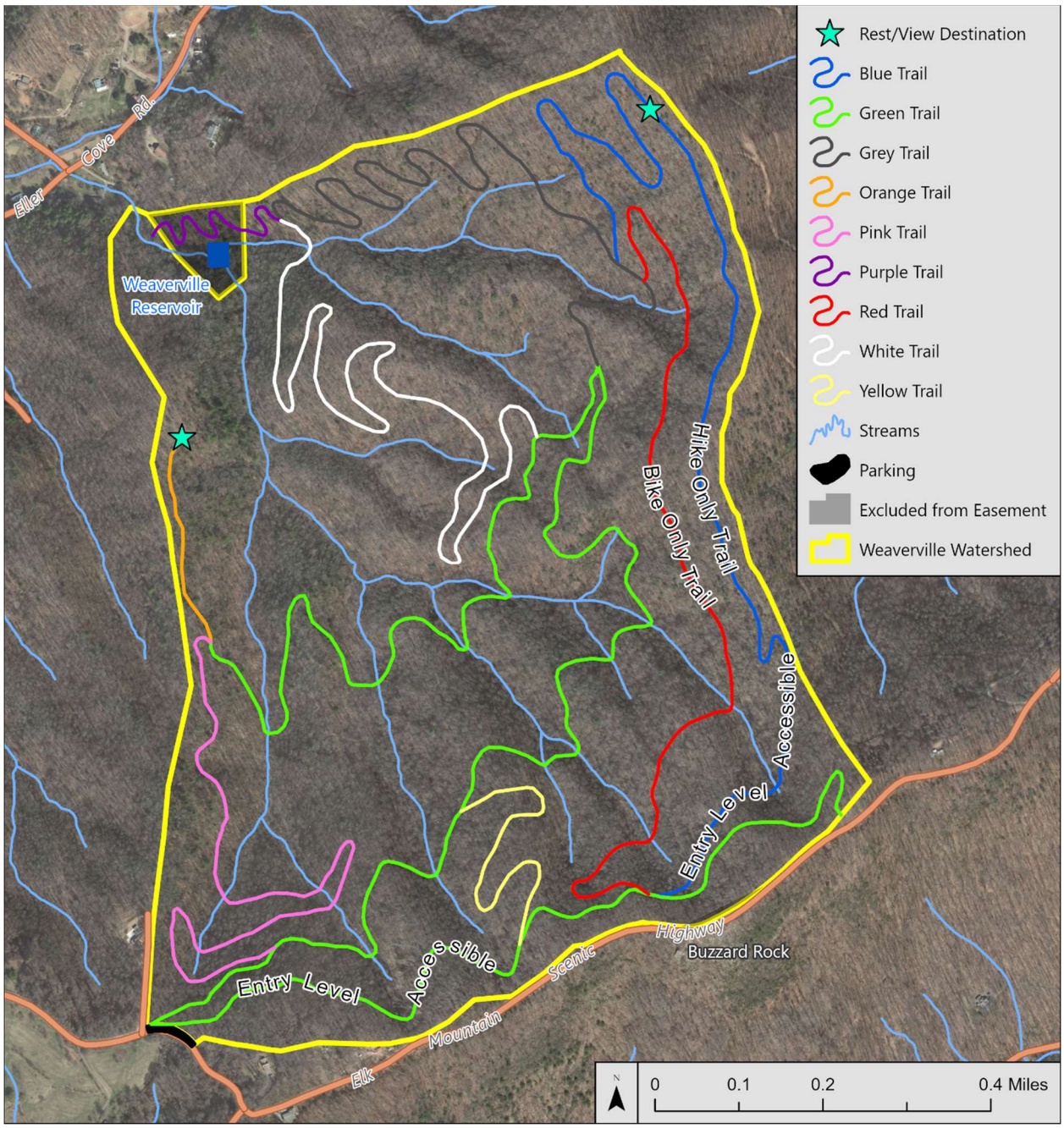
1913:	Town of Weaverville purchases property.
1913 – late 1970's:	Town uses property for municipal water supply.
Late 1970's – current:	Land lays fallow, no significant use by the Town.
2017:	North Carolina Land and Water Fund Conservation Easement granted by the Town to the Southern Appalachian Highlands Conservancy to preserve the property for future generations.
2023:	Town of Weaverville contracts with Elevated Trail Designs to develop a trail master plan to provide public use of the property.
2024:	Town working to see the trail master plan installed.

PROJECT BUDGET AND INSTALLATION TIME ESTIMATES

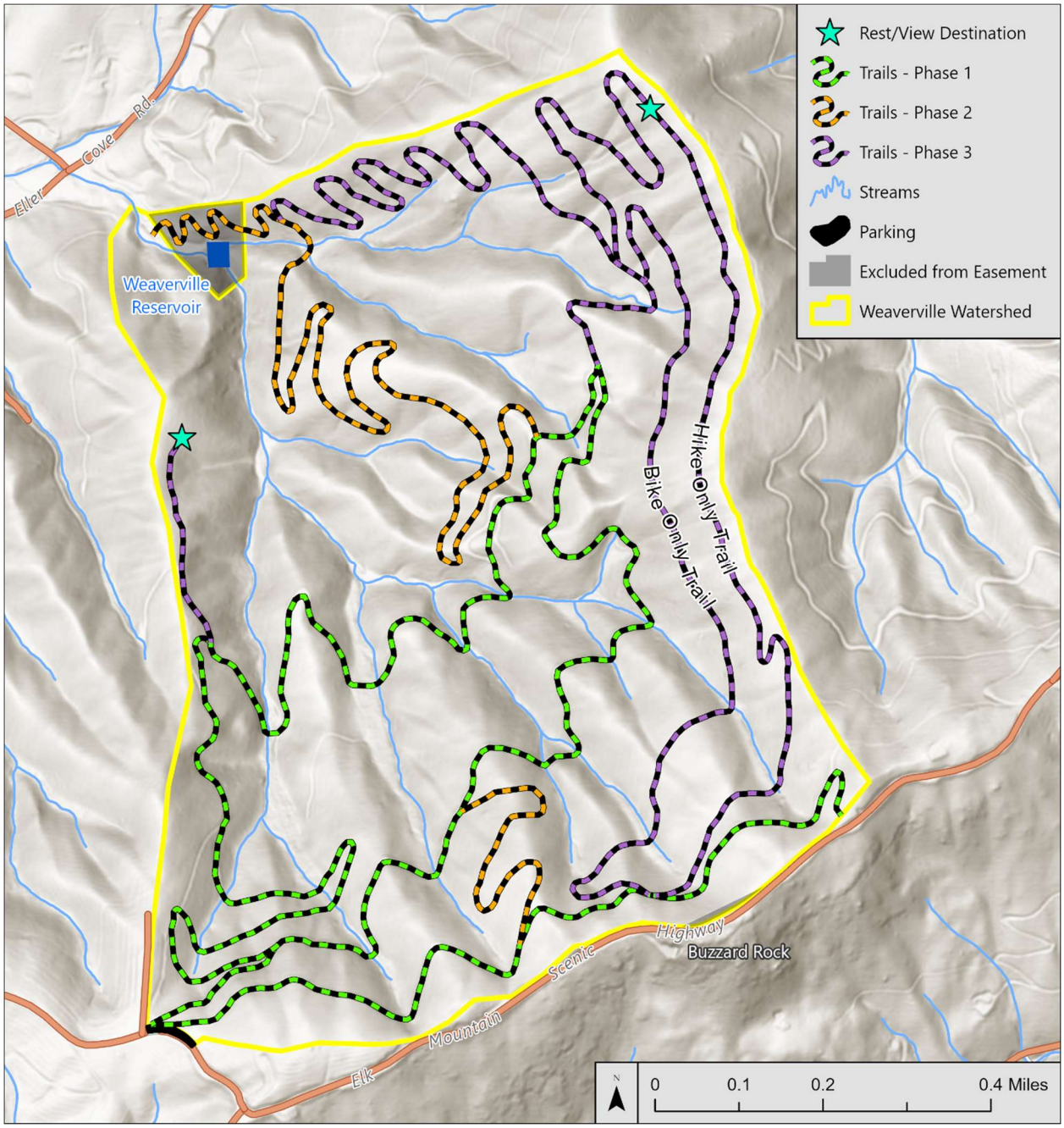
The total time estimated for project installation is under 2 years. Individual project components could be installed simultaneously. Parking area creation might be needed first to serve as a staging area for trail installation.

Item	Cost	Time estimate
Parking Area Improvements	$100,000	3 Months
Water Equipment Exclusion Fencing	$232,200	2 Months
Phase 1 Trail Installation	$141,500	4 Months
Phase 2 Trail Installation	$136,000	3 Months
Phase 3 Trail Installation	$222,330	4 Months
Phase 4 Observation/Viewing Platforms	$20,000	2 Months
2026 Maintenance	$55,000	1 year
2027 Maintenance	$55,000	1 year
2028 Maintenance	$55,000	1 year
2029 Maintenance	$55,000	1 year
	Total Cost: $1,072,030	

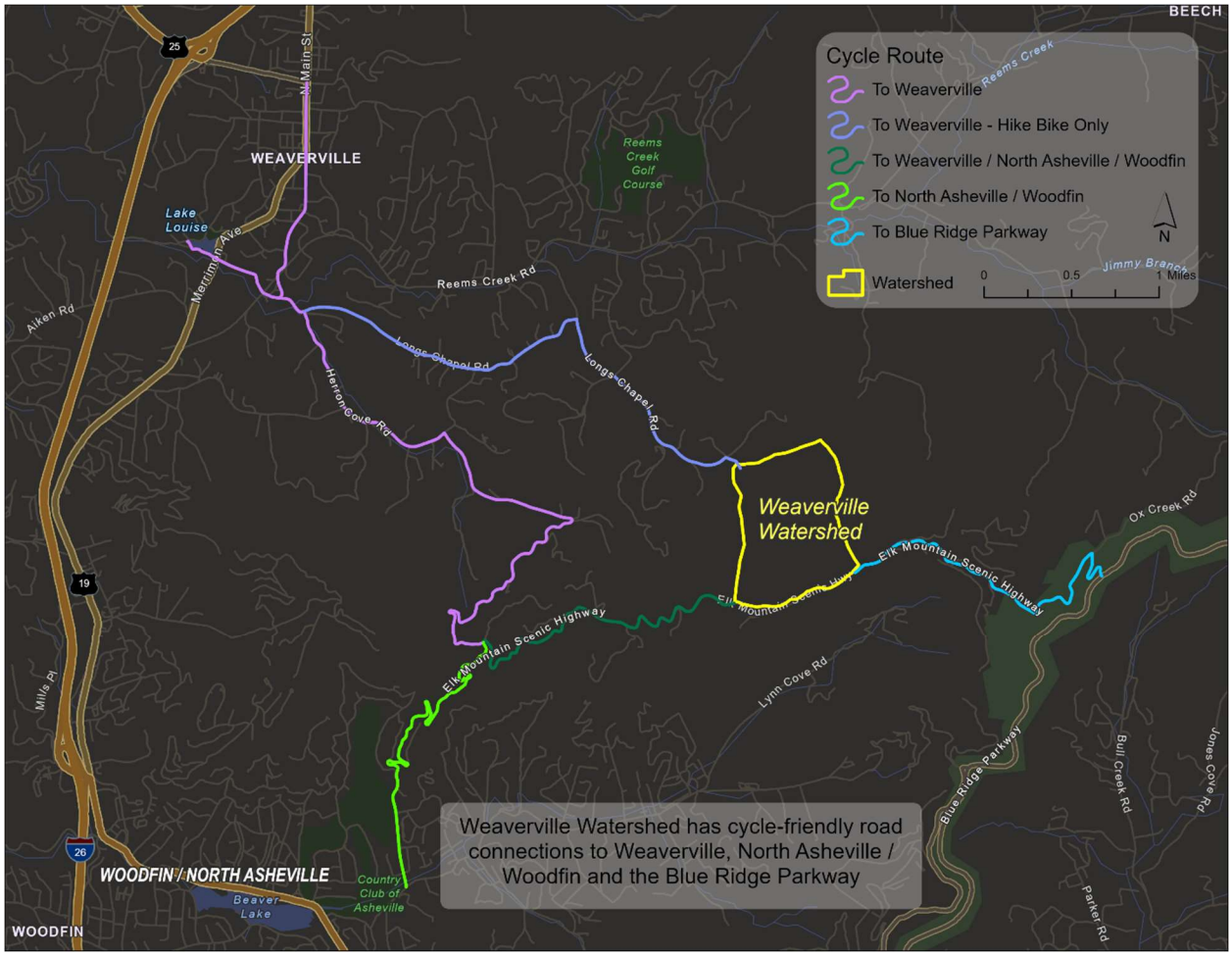
MAPS



Trail map showing all individual trails



Trail map showing installation phases.

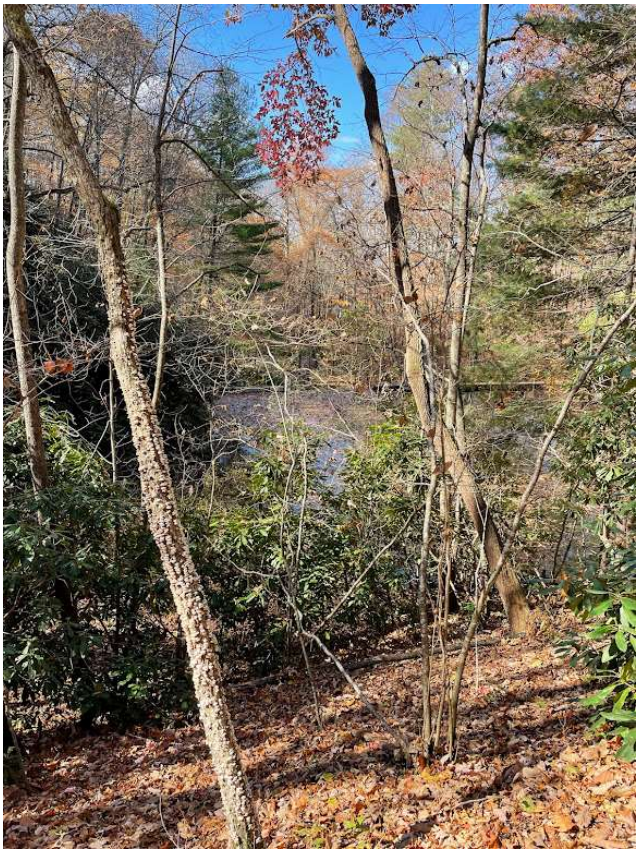


Access map showing major routes for access. All routes identified are cyclist friendly.

Weaverville Watershed Trails and Wildlife Preserve - Project Budget Timeline

Item	Cost	Time estimate
Parking Area Improvements	$100,000	3 Months
Water Equipment Exclusion Fencing	$232,200	2 Months
Phase 1 Trail Installation	$141,500	4 Months
Phase 2 Trail Installation	$136,000	3 Months
Phase 3 Trail Installation	$222,330	4 Months
Phase 4 Observation/Viewing Platforms	$20,000	2 Months
2026 Maintenance	$55,000	1 year
2027 Maintenance	$55,000	1 year
2028 Maintenance	$55,000	1 year
2029 Maintenance	$55,000	1 year
Total Project Cost	**$1,072,030**	

Weaverville Watershed Management Plan



Prepared for:
Town of Weaverville
Southern Appalachian Highlands Conservancy
NC Land and Water Fund

Prepared by:
Mark Endries

Weaverville Watershed
Management Plan

Ancestral Lands Statement

The Town of Weaverville recognizes that the entire town is situated on ancestral land of the Eastern Band of the Cherokee Nation. Prior to European contact the Cherokee Nation was estimated to be around 25,000 people and covered as many as 135,000 square miles of the American Southeast, consisting of over sixty towns. The Town of Weaverville recognizes the Cherokee as the native people and original stewards of this land and understands that there is a need to listen and learn from the people of this land.

Vision Statement

To provide Town of Weaverville residents a place for passive, nature-based outdoor recreation to promote healthy communities, increased volunteerism, and environmental sustainability and to provide the businesses of Weaverville a vibrant and sustainable outdoor recreation economy.

Introduction

In July of 2017 the North Carolina Land and Water Fund (Fund), Town of Weaverville (Town), and Southern Appalachian Highlands Conservancy (SAHC) entered into a grant agreement to provide funds for the acquisition of a conservation easement on a roughly 309-acre former watershed Easement Area owned by the Town. Since that time, the Town has desired to open the Easement Area to passive recreational uses that comply with the requirements of the conservation easement. Passive recreational uses may include non-commercial hunting, fishing, hiking, walking, biking, scientific study, animal/plant observation, nature and environmental education, historic tours, photography, and any other purposes consistent with these accepted uses and the maintenance of the conservation values, subject to all applicable federal, state, and local laws and regulations. One stipulation to passive recreational public use of the watershed Easement Area is that a management plan be developed and formally adopted by the Town, subject to approval by the Fund and SAHC. The report and maps provided herein satisfy that management plan requirement.

A. Goal

The goal of this Management Plan is to protect and correctly manage the Weaverville watershed Easement Area while accommodating public access and allowing appropriate use. Adoption of the specifications developed in this plan should accomplish this goal. This plan is not to be confused as or used as a management plan for the treatment and distribution of water resources. This plan is also broad and general in context, prescribing solutions in the manner of a master plan.

B. Excluded areas

There are some areas of the Weaverville watershed parcel that are excluded from the conservation easement and therefore are excluded from the management plan. Those areas are as follows:

- Along the Northern border there is a 3.36-acre area that is excluded from the easement (Figure 1 and Exhibit A). This area includes the gravel road, tanks, buildings, dam, and reservoir associated with the old water supply. Currently there is no fencing or other exclusion present in this area.
- Along the Southern border, 0.34 acres along Elk Mountain Scenic Highway are excluded (Figure 1 and Exhibit A).
- Along the Western border there are two small areas excluded from the easement. One is 0.05 acres and the other is 0.09 acres (Exhibit A).

C. Objectives

This plan identifies 3 key objectives.

- Objective A: Identify and avoid sensitive resource areas
- Objective B: Assess and provide reasonable allowable uses of the Easement Area
- Objective C: Provide a phased approach to public access including trails, parking areas, and other infrastructure improvements

Management strategies were discussed with natural resource professionals from the US Fish and Wildlife Service, NC Land and Water Conservation Fund, Town officials, and SAHC staff. This plan reflects recommendations from all agencies and entities involved.

Objective A: Prioritize, Delineate, and Buffer Critical Resource Areas

Protection of the watershed's natural resources is the primary objective of this Management Plan. In addition to the conservation easement protections, greater protection of the water resources is highlighted here and provided with the management plan. Buffering the stream network using guidelines established by the US Environmental Protection Agency and North Carolina Division of Water Resources in other parts of the state strives to maintain the ecological integrity of the stream network. Allowable uses in the buffer zones are further restricted to only those less-intensive activities allowed in the conservation easement likely not to have adverse consequences on the critical resources.

The buffer zones are indicated on the Management Plan maps and will prove useful to Town officials as they manage the Easement Area for public use. The buffer zones are not surveyed and identified on-site, but merely serve as a guide as to areas to minimize

use. A spatially referenced digital dataset has been created and could be used with GPS enabled mapping software by the Town and stakeholders. The existing road/trail network does intrude the buffered areas at certain areas, but the majority of these buffer intrusions have established roadbeds that are currently in adequate condition and suggest no immediately measurable detrimental impact to the stream resources. Both the buffer delineation objective and the allowable uses objective are discussed simultaneously in this section of the Management Plan.

Streamside Buffers

The intent of this management plan is to protect the water quality of the stream network by maintaining the existing vegetative state surrounding the streams, or stabilizing the vegetative state surrounding the streams if erosion or instability of the buffered stream corridors is evident, and maintain vegetative stability into the future. A 300-foot buffer is standard width for NC Land and Water Fund projects. Buffering the streams with this width essentially encompasses the entire watershed parcel. Therefore, one could consider the entire parcel within a stream protection zone. To further reinforce and protect the streams on site, additional buffers of 30, 50, and 100 feet were created and mapped surrounding the streams (Figure 1). The distances were derived from the sources outlined in Table 1. The intent of these buffers is to highlight the sensitivity of these areas as you get closer to the streams. This plan recognizes that certain future needs may require management in the stream buffer zones. Such needs may include fire control, trail maintenance to minimize erosion, and invasive exotic plant management. The intent of the buffers is to highlight that greater care to not impact or disturb the buffered areas increases as the distance to the stream decreases.

Table 1. Buffer Distances applied to streams in the Weaverville watershed

Buffer Distance	Source	Definition
30 Feet	North Carolina Environmental Quality	Zone 1 of Neuse, Tar-Pamlico, and Catawba River Basin Buffer Rules
50 Feet	North Carolina Environmental Quality	Zone 2 of Neuse, Tar-Pamlico, and Catawba River Basin Buffer Rules
100 Feet	US Environmental Protection Agency	Wenger, S.J., and L. Fowler. 2000. Protecting stream and river corridors: creating effective local riparian buffer ordinances. Carl Vinson Institute of Government, University of Georgia, Athens, GA.

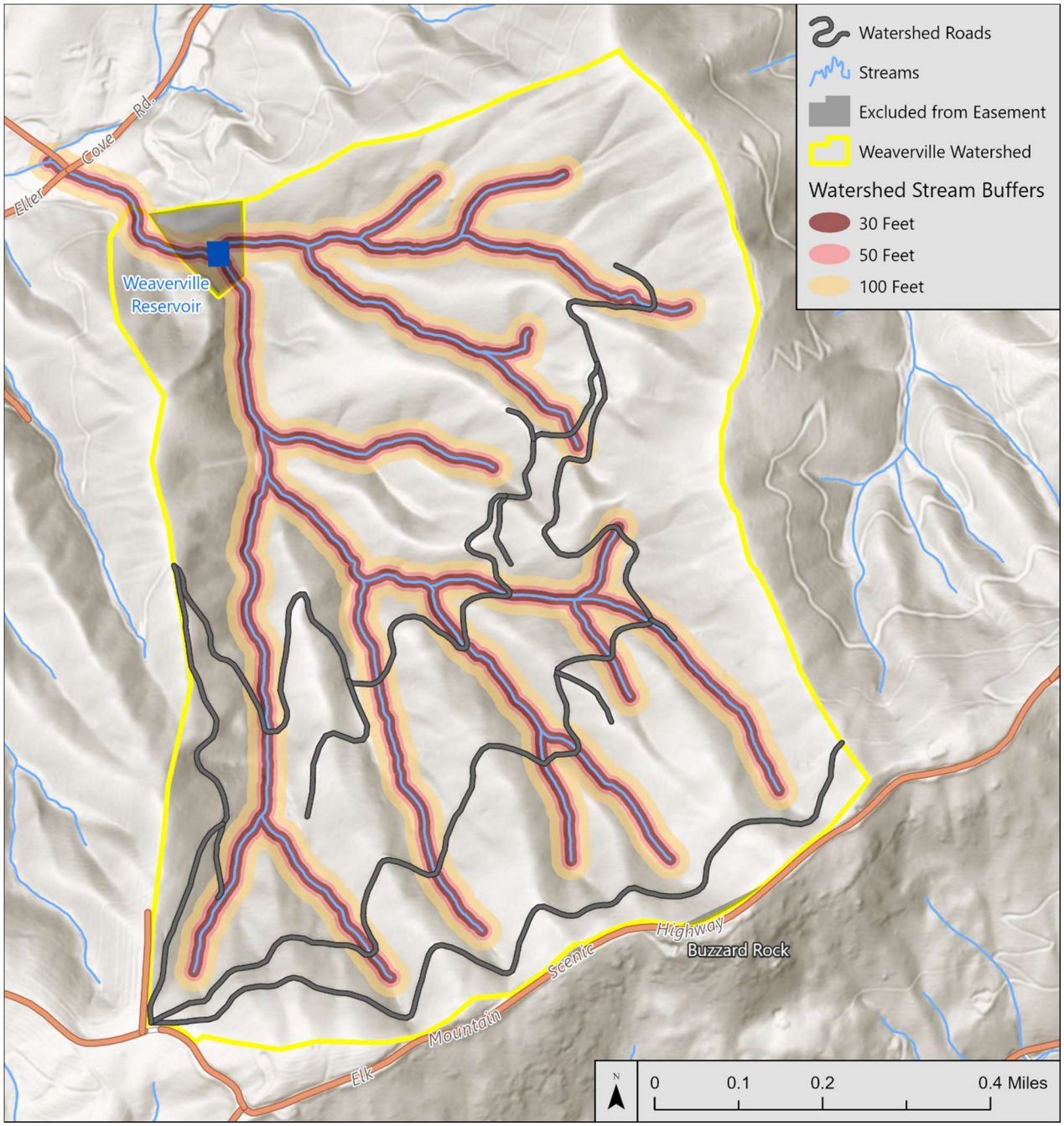


Figure 1. Weaverville watershed Easement Area showing buffered streams and existing roads.

Objective B: Assess and Provide Reasonable Allowable Uses of the Easement Area

Buffered Areas

Allowable Uses
Members of the general public may enter the stream buffer areas on established trails as

indicated on the Management Plan maps. Use of the trails is restricted solely to foot and non-motorized bicycle traffic. Trails follow established roadways currently on the Easement Area, and no other side trails will be constructed in the buffer areas.

Scientific study and research by credentialed individuals including fish, wildlife, and plant study and monitoring, water chemistry, hydrology, and other scientific monitoring is allowed under permission from the Town. Permission will normally be granted provided those activities occur under established academic or agency programs and associated protocols.

Maintenance of trails by the Town, an established friends group, or qualified contractor(s) is allowed to ensure adequate control of sediment and erosion should that ever become a problem from allowed trail use.

The Town and emergency responders will need to maintain the right to access the stream buffer areas through use of motorized equipment as deemed necessary in performance of management duties or under emergency conditions where safety of the public is of serious concern.

Uses Not Allowed
All other uses including camping, commercial logging or tree harvest, off trail hiking, hunting, horseback riding, foraging, fishing, use of motorized vehicles, and picnicking are prohibited.

Unbuffered Areas
The remainder of the Easement Area outside of the buffered areas is open for general public use and enjoyment consistent with the terms stated in the conservation easement. Camping is not allowed at any place within the watershed. With the exception of Town staff for land management and safety and emergency responders, there will be no public use of motorized vehicles, including automobiles, motorcycles, off-road vehicles, or all-terrain vehicles of any kind. Hunting, horseback riding, and livestock grazing are also prohibited in the watershed.

Objective C: Provide a phased approach to public access including trails, parking areas, and other infrastructure improvements
In an effort to correctly manage the watershed Easement Area for public use, a phased approach opening the Easement Area is outlined in this section. This phased approach allows for public use using existing resources with a long-term goal to fully develop the area as time and money allows.

Phase 1

The first phase converts the existing roads on the property to sustainable trails and adds a parking area at the Southwest corner of the property to accommodate visitors (Figure 2). A small connector trail in the Southeast corner of the Easement Area is needed to reroute the existing trail to Elk Mountain Scenic Highway to create an entry/exit to the trail rather than continue onto private property (Sourwood Inn) to the East. The portion of this loop along the Western edge is shown as a reroute of the existing logging road. The current logging road is very steep. Rerouting this section of trail will help to reduce water runoff and make the trail much more sustainable in the long term.

A parking area is needed to better service hikers and others who would need to drive to the watershed to access it. The area for parking is identified in the Southwest corner of the property where the watershed boundary abuts Elk Mountain Scenic Highway.

Conceptually this is a simple pull-off style parking area. The area will need to be cleared of vegetation and some improvements and reinforcements of this area such as levelling and addition of gravel might be required to maintain stability and protect water quality. During installation it will be important to not impact water resources. Natural materials and will be used as much as possible.

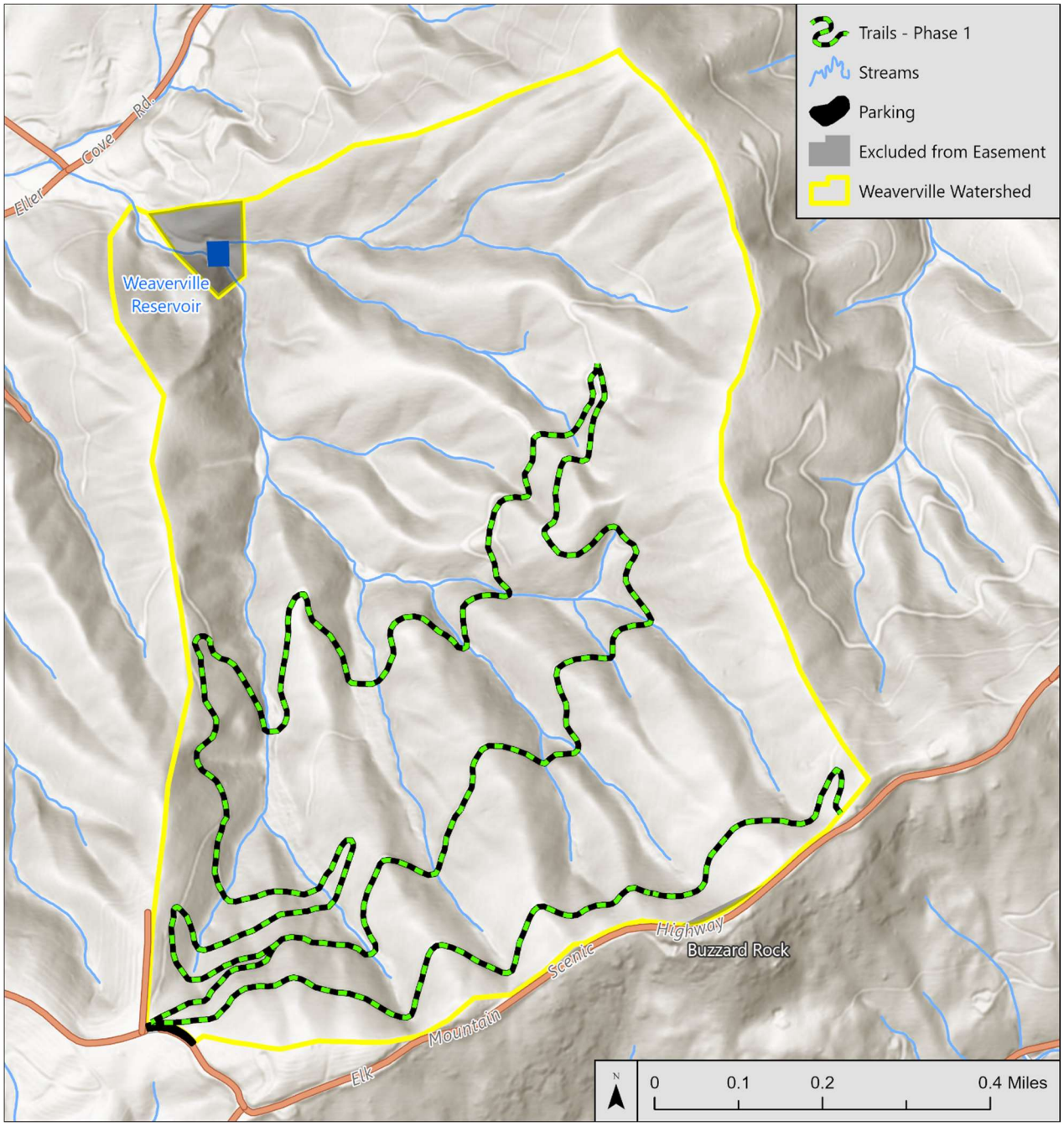


Figure 2. Phase 1 trail network predominantly created using existing road network.

Phase 2

Phase 2 includes all elements of Phase 1, but also adds a trail to connect the existing road/trail network to the right-of-way access to enter and exit the watershed Easement Area from Eller Cove Rd and adds a connector trail to allow users route options when using the trail system (Figure 3). The trail from the right-of-way access off Eller Cove is needed for two reasons. First, having an access trail here will allow better access for trail maintenance and emergencies. Any vehicle access to this area will only be allowed by

staff authorized by the town and Emergency responders. Second, this travel corridor would add the possibility of hiking or biking through the Easement Area rather than only entering and exiting the watershed off Elk Mountain Scenic Highway.

Through travel of the watershed is a critical component to public use. It would provide a connection from Elk Mountain Scenic Highway to Eller Cove Rd. which currently does not exist to the public. With this connection in place, it opens up various biking loops in the area such as the one shown in Figure 4 that would connect the watershed with the Town of Weaverville.

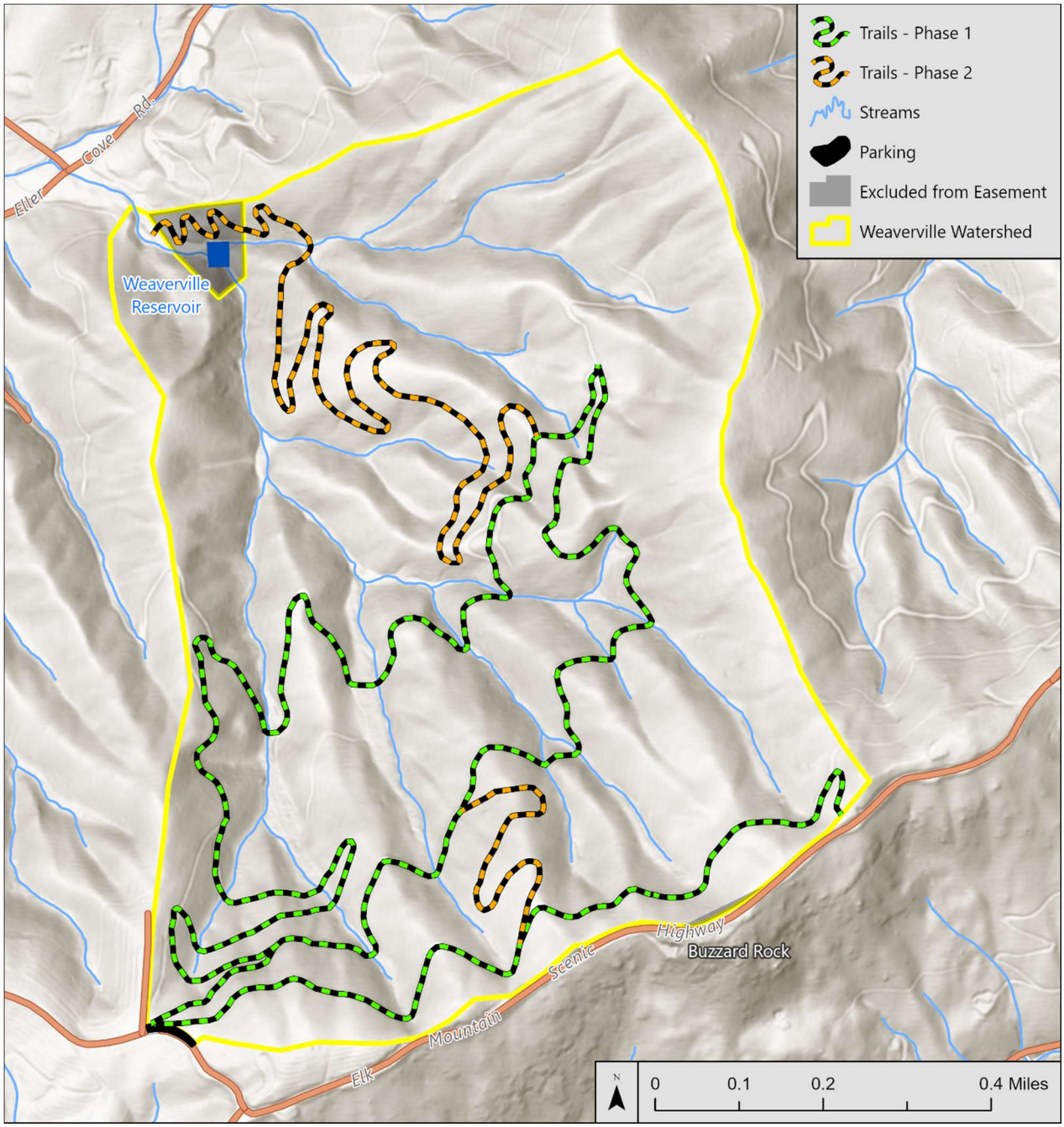


Figure 3. Phase two trail network showing the creation of an Eller Cove Rd. connector trail

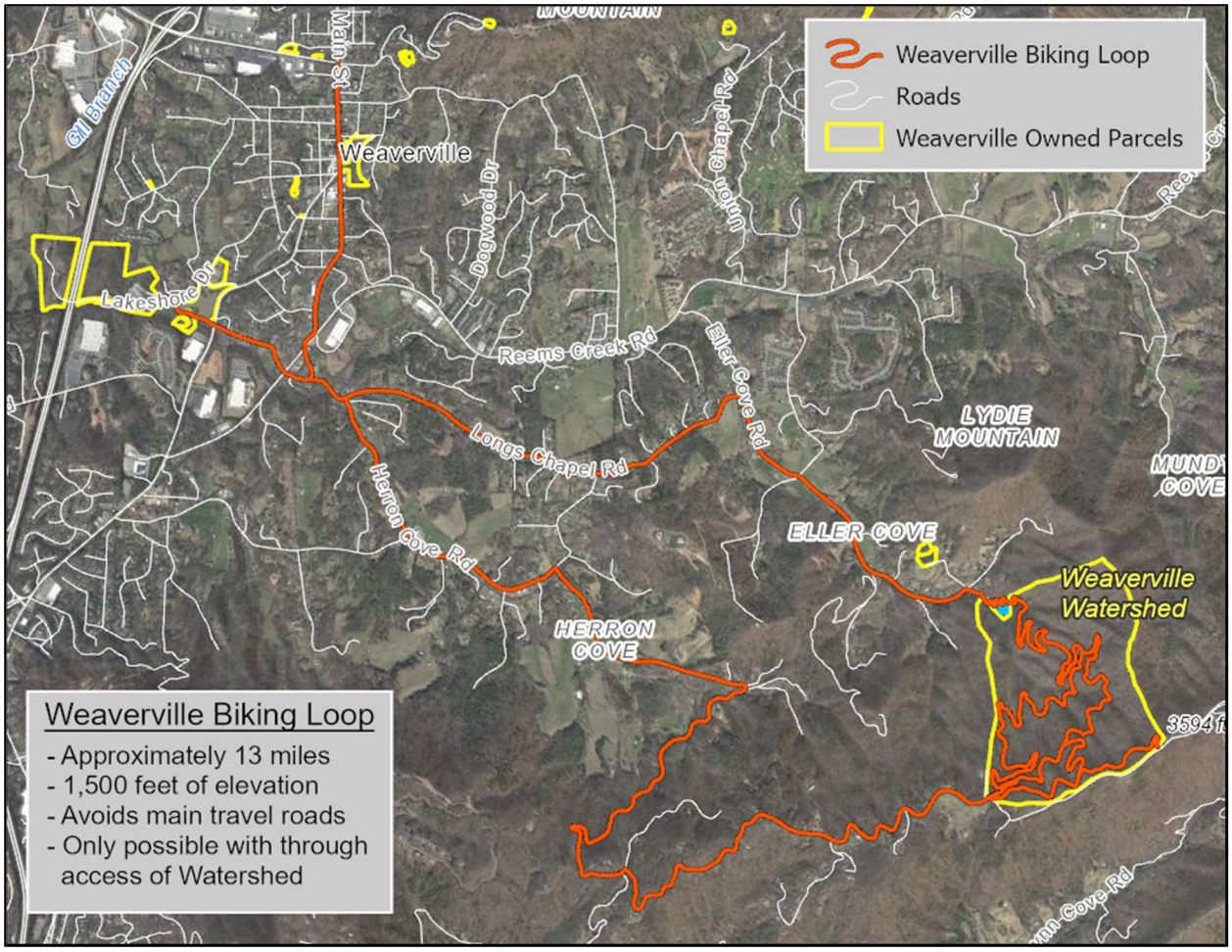


Figure 4. Cycling loop possible only if through travel of the watershed is created. The watershed property is the larger yellow rectangle in the Southeast portion of the map. No public parking is planned for the around the Eller Cove right of way access point and water reservoir. From a safety and security perspective it is necessary to keep visitors away from the reservoir and water system equipment as much as possible.

Phase 3

Phase 3 includes all components of Phase 2 and adds the full capacity of hiking trails proposed on the property (Figure 5). This is the fully realized vision for the property. All trails are mult-iuse except for the trails marked bike and hike only. We propose a hike only trail and a bike only trail to give both users trails specific to their mode of transportation. The hike only trail takes advantage of the long distance views and skirts just below a protected ridge. Hikers will be able to take full advantage of the views offered from this trail. The bike only trail provides an opportunity just for bikers with the thought that it might allow less bike traffic on the other trails and focus their use in a more controlled way.

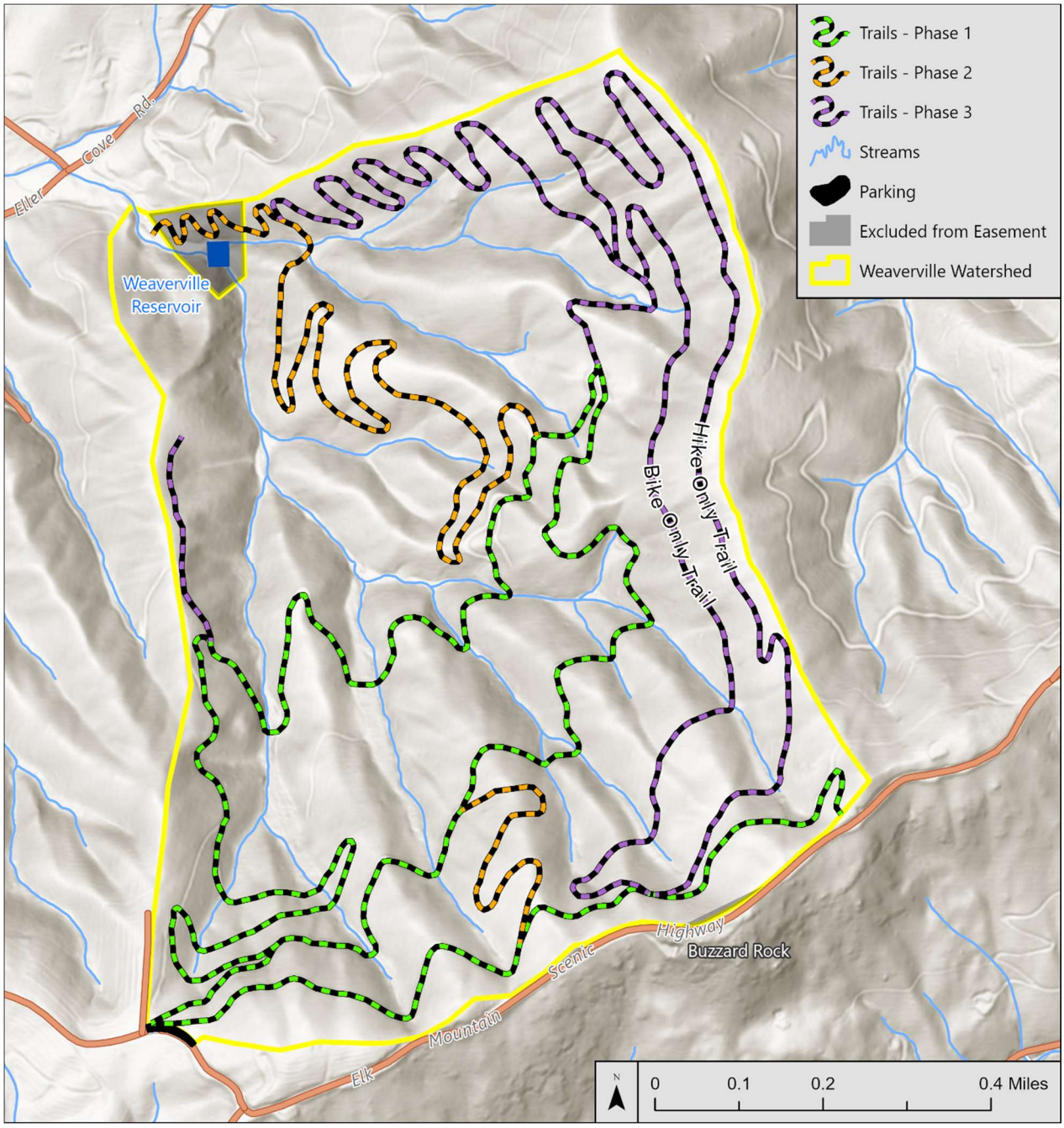


Figure 5. Phase three trail network showing all trails to be built on the property.

Phase 4

Phase 4 adds benches, observation/viewing platform, or covered pavilion would provide a nice destination for visitors. Two areas have been identified. One location is at the end of the spur trail on the Western side of the property that would provide access to a lovely location to rest and enjoy the view. The second area is located at a high point of the hike-only trail in the Northeast corner of the property.

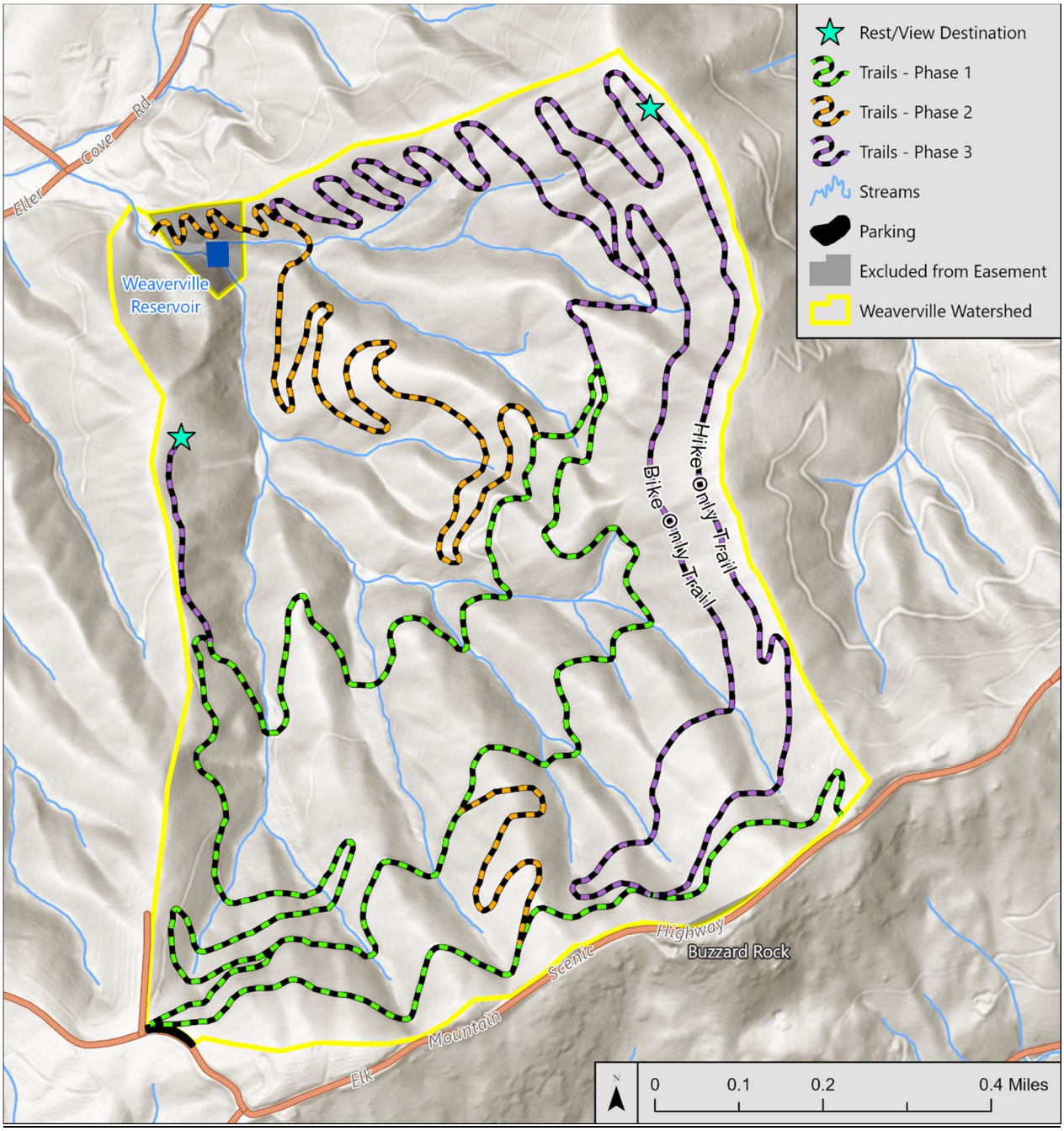


Figure 6. Map showing the locations of the rest/view destination.

Trails

Trails are meant for bicycle or pedestrian use only with one trail designated as bike only and one trail designated as hike only. The full trail plan would include over 9 miles of trails. All of the trails are relatively easy to moderate for hiking and biking. The existing roads that would be converted to trails are in excellent condition. The roads

predominantly follow the gentler contours of the Easement Area. Numerous saplings and trees are growing up in the roadbed but not dense enough to prohibit hiking or biking travel. The goal of converting the roads to trails would be to narrow the roadbed, correct any erosion issues caused by water, enhance stream crossings with rocks or bridges where needed to ensure long-term stability and water quality of the property. Currently, only minimal erosion hazards are evident in a few places and the trails mostly have stable stream crossings. Any existing issues regarding erosion and stability would be address when the trails are improved and created prior to public use.

Campsites

No camping is currently being proposed.

Other Infrastructure

This management plan specifies only limited infrastructure improvements in order to remain consistent with the original intent of the management plan, which is to maintain the Easement Area's character primarily as a wilderness preserve. The Town will explore further the feasibility and usefulness of the following design elements.

- Benches
- Viewing platform
- Covered pavilion
- Signage - instructions on trail and infrastructure location and allowable uses and uses that are not permitted are necessary before the general public is allowed into the watershed. Information stations should be located at each trail access point as well as the information made available on the Town of Weaverville Website. Signage will require maintenance. Specifications are available from the Appalachian Trail Conference and NC Division of Parks and Recreation.

C. Other Issues

1. Enforcement of Rules and Regulations

   Visitors must be instructed about allowed and unacceptable uses of the Easement Area. Visitors do not necessarily need to be instructed about the stream buffer zones. If people stay on the trails as instructed, the critical resources should remain viable. Instruction should be provided in the form of literature that the Town provides to the public and through ample and well-maintained signage on the Easement Area as well as on the Town website.

   The Town must aggressively enforce its rules regulating the use of the Easement Area from the opening day forward. Elevated law enforcement presence is suggested

upon opening, including periodic access of the trails to check for inappropriate public use, vandalism, and other unlawful uses.

2. Gated Access

   Investment in high quality and well-designed gated access systems is paramount for keeping motorized vehicles off of the watershed. Thankfully the numerous saplings and trees make automobile travel impossible. However, illegal ATV use is still a possibility. Though the road systems were well constructed and are generally well maintained, nothing will erode these trail systems worse than motorized vehicle use. People will attempt to access the interior of the Easement Area and its peripheral trails by circumventing the gates.

3. Invasive Exotic Plants

   A number of invasive exotic plants are spreading onto the watershed Easement Area, principally from Elk Mountain Scenic Highway as well as from bird-dispersal. Principal species noted include garlic mustard (*Alliaria petiolata*), Oriental bittersweet (*Celastrus orbiculatus*), Japanese spiraea (*Spiraea japonica*), and occasional multiflora rose (*Rosa multiflora*). It is suggested that a monitoring program be established to identify and control invasive plant populations before they become severe and threaten to overwhelm the very natural heritage this plan is attempting to protect. A monitoring program could be volunteer based with very little capital expenditures from the Town.

4. Trail Maintenance

   The trail design has been carefully developed by professional trail builders to minimize maintenance requirements. This Project will exemplify a sustainably built trail system, showcase modern industry standards, and implement wildlife-friendly management practices for the life of the Project.

   Most of the existing abandoned logging roads are in relatively stable condition and will require little maintenance in the short term for intended recreational uses. However, all converted roads, new trails, and parking areas will require some degree of maintenance over the life of the Project. Annual investments of staff time and materials (as needed) are anticipated to ensure that all recreational infrastructure is maintained at a high environmental standard.

   The primary focus of routine trail maintenance is to reduce erosion, minimize impacts to hydrology and wildlife habitats, and provide a safe user experience. Typical

maintenance activities include: trail washout repairs due to storm events, rock/gravel amendments to trail beds and parking area, minor trail tread regrading to reduce erosion, removing trail impediments (e.g. fallen trees), repairing navigational and educational signage, and vegetation control (including invasive species management).

Few existing spur roads are unsuitable or unnecessary for recreational use and will be closed. These areas are revegetating naturally and require no foreseeable erosion potential if closed for recreational use.

Where barren ground occurs or becomes problematic on or adjacent to trails, native seed mixes will be sown to prevent erosion. Only native seed mixtures of the appropriate ecotype will be used, with consideration for providing wildlife forage and pollinator habitat. Wildlife management partners have pledged technical assistance for identifying appropriate seed mixes. If erosion control matting is required for Project improvements, only biodegradable matting made from natural fibers will be used.

The proposed trail design intentionally minimizes stream crossings to reduce impacts to aquatic wildlife in accordance with the Conservation Easement. As needed, improvements to stream crossings will be carefully designed and constructed by professional trail builders in coordination with the Town, SAHC, and wildlife management partners.

All trails (especially multi-use trails) will be maintained at appropriately-sized widths to provide safe passage between both bicycle and pedestrian users. Appropriate trail dimensions will reduce user conflict, maintain safety, and reduce erosion potential.

All trail improvements will be developed by professional trail builders in consultation with the Town and SAHC. Maintenance of the trails would be accomplished by Town personnel and its partners (designated friends groups, authorized volunteers, or hired field crews). The proposed maintenance strategy and budget will contract two professional trail builders (80 person-hours/month) to accomplish routine site evaluations and maintenance for at least the first four years post-construction (i.e. until 2030). Contracted trail builders will also help train Town personnel and partners to ensure that trails are maintained according to industry standards. Guided maintenance events with partners will also serve as valuable opportunities to engage with the community and impart conservation values.

IRS Department of the Treasury
Internal Revenue Service

ATLANTA GA 39901-0001

In reply refer to:
Feb. 22, 2021 LTR 4076C 0
56-6001368 000000 00
00042315
BODC: TE

TOWN OF WEAVERVILLE

30 S MAIN ST
WEAVERVILLE NC 28787-8463

010185

Taxpayer identification number: 56-6001368
Person to contact: CUSTOMER SERVICE
Toll-free telephone number: 877-829-5500

Dear Taxpayer:

We received your request dated Feb. 10, 2021, asking about your federal tax status. Our records don't specify your federal tax status. The following information about the tax treatment of state and local governments and affiliated organizations may help you.

GOVERNMENTAL UNITS

Governmental units, such as states and their political subdivisions, generally are not subject to federal income tax. Political subdivisions of a state are entities with the authority to exercise one or more of the sovereign powers of the state: taxation, police powers, or eminent domain. They typically include counties or municipalities and their agencies or departments. Charitable contributions to governmental units may be tax-deductible under Internal Revenue Code (IRC) Section 170(c)(1) if made for an exclusively public purpose. Generally, grantors and contributors may rely on the status of governmental units based on state or local law in determining the deductibility of their contributions.

AFFILIATED ORGANIZATIONS

* INSTRUMENTALITIES

In general, an instrumentality is an entity separate from, but affiliated with, a state or local government, and lacking any sovereign powers. Instrumentalities generally are subject to federal income tax. However, they may be recognized as tax-exempt under IRC Section 501(a) as organizations described in IRC Section 501(c), including IRC Section 501(c)(3). In addition, the income of a state or local government instrumentality may be excluded from gross income if it meets the requirements of IRC Section 115(1).

* ENTITIES MEETING THE REQUIREMENTS OF IRC SECTION 115(1)

An entity that is not a governmental unit but that performs an essential governmental function may qualify for an income exclusion under IRC Section 115(1). If the entity's income (1) is derived from a

TOWN OF WEAVERVILLE

30 S MAIN ST
WEAVERVILLE NC 28787-8463

public utility or the exercise of an essential governmental function, and (2) accrues to a state, a political subdivision of a state, or the District of Columbia, it may be excluded from gross income. Charitable contributions to these entities may not be tax deductible to the donors.

RULING LETTERS

To receive a ruling on its status as a political subdivision or instrumentality of a government, or on whether its income is excluded from gross income under IRC Section 115(1), a governmental unit or affiliated organization may request a letter ruling by following the procedures in Revenue Procedure (Rev. Proc.) 2019-1 or its annual successor. There is a fee associated with obtaining a letter ruling.

TAX-EXEMPT CHARITABLE ORGANIZATIONS

An organization affiliated with a state, county, or municipal government may qualify for exemption from federal income tax under IRC Section 501(c)(3), if (1) it is not an integral part of the government, and (2) it does not have governmental powers inconsistent with exemption (such as the power to tax or to exercise enforcement or regulatory powers). Note that an affiliated organization may meet the requirements of both IRC Sections 501(c)(3) and 115(1) under certain circumstances. See Rev. Proc. 2003-12, 2003-1 C.B. 316, for more information.

Most entities must file a Form 1023, Application for Recognition of Exemption Under Section 501(c)(3) of the Internal Revenue Code, or Form 1023-EZ, Streamlined Application for Recognition of Exemption Under Section 501(c)(3) of the Internal Revenue Code, to be recognized as exempt from federal income tax under IRC Section 501(c)(3), and to ensure that any charitable contributions they receive are tax-deductible to contributors under IRC Section 170(c)(2).

ADDITIONAL INFORMATION

This letter does not determine that you have a particular tax status. If you're unsure of your status, you can:

- Visit www.irs.gov/government-entities/federal-state-local-governments for government entity information.
- Visit www.stayexempt.irs.gov, an IRS site created especially for 501(c)(3) organizations.
- Read Publication 4220, Applying for 501(c)(3) Tax-Exempt Status.
- Seek a private letter ruling, following the procedures in Rev. Proc. 2019-1, 2019-1 I.R.B. 1 (updated annually).

SELENA D. COFFEY

130 Wiltshire Circle • Fletcher • North Carolina • Phone: (828) 775-1261 • Email: cup.of.coffey@hotmail.com

CAREER PUBLIC SERVANT

ICMA Credentialed Local Government Manager • 24 years of Municipal and County Public Service Experience

Experienced and committed leader with 24 years of public administration experience and 3 years of nonprofit executive experience. Extensive background in local government administration, public and employee relations, budget development, human resources, strategic planning, capital project management, and policy development and implementation.

Core Competencies

- Leadership & Management
- Program & Project Evaluation
- Budgeting & Financial Management
- Employee & Public Relations
- Policy Administration
- Strategic Planning
- Community Development
- Organizational Development
- Research & Analysis

PROFESSIONAL EXPERIENCE

Town Manager ***2015 – Present***
Town of Weaverville, Weaverville, NC

Key Responsibilities & Accomplishments Include:

- Serve as the chief administrative officer (CAO) of the town and responsible to the Mayor and Town Council for administering all municipal affairs.
- Provide leadership and oversight to Town departments to include Finance, Planning & Zoning, Water Services, Town Clerk, Community Center and Recreation, Public Works Divisions: Sanitation, Grounds Maintenance, Streets, and Water Maintenance, Fire and Police functions.
- Analyze and provide recommendations to Town Council regarding new programs, services, and initiatives, plans future development, growth maintenance and expansion of public services.
- Serve as chief budget officer for the Town, preparing and submitting annual operational and capital budgets to Town Council for review, revision, and adoption.
- Ensures that the Town's annual audit is completed and reported to Town Council for each fiscal year.
- Administer and direct implementation of the Town's personnel program, recommending rules and revisions to the personnel system to Town Council for consideration, and hiring, training, performance, retention, and separation of Town employees.
- Provide oversight and leadership for all Town planning efforts, including strategic planning, land use planning, etc.
- Function as public information liaison for all public relations and community outreach programming and issues.

Executive Director ***2011 – 2015***
Foothills Humane Society, Inc., Columbus, NC

Key Responsibilities & Accomplishments Include:

- Serve as the first Executive Director for the nonprofit, reporting to a 15-member Board of Directors.
- Provide overall leadership for strategy, organizational development, financial oversight, and fundraising activities to move the organization forward to achieve its goals and mission.
- Developed and implemented the entire human resource program for the organization, including the development and implementation of personnel policies and procedures, job descriptions, classification and compensation structure, legal compliance policies, safety procedures, training and development, recruitment and selection, individual staff development plans and employee relations.
- Developed and implemented the organization's first strategic plan.
- Develop and implement the organization's annual budget.

Assistant County Manager ***2006 – 2011***
Henderson County Government, Hendersonville, NC

Key Responsibilities & Accomplishments Included:

- Served as second-in command to the County Manager carrying out the administrative and operational functions for the County.
- Performed highly responsible professional administrative leadership for County government.
- Awarded the International City-County Managers Association Credentialed Manager designation.
- Supervised assigned departments and functions.
- Developed and implemented the County's operational budget and capital improvements budget.
- Served on various internal and Commissioner-appointed committees.
- Awarded the Edwin M. McGill Award for Most Distinguished Service, 2006.

Director of Budget & Management ***2002 – 2006***
Henderson County Government, Hendersonville, NC

Key Responsibilities & Accomplishments Included:

- Directed, planned, and implemented budget procedures and guidelines to facilitate the County's annual budget process, aiding department managers in personnel and operational budget development.
- Assisted the Human Resources Director in compensation and benefits planning and personnel policy and procedure updates.
- Supervised budget and research staff and department managers as assigned.
- Served as Interim Assistant County Manager from December 2005 – April 2006.
- Served as Interim Planning Director from August – September 2005.
- Analyzed and provided recommendations for fiscal, programmatic and performance measurements for County departments.
- Facilitated the development of the County's first Strategic Plan.

Assistant to the County Manager ***2000 – 2002***
Henderson County Government, Hendersonville, NC

Key Responsibilities & Accomplishments Included:

- Served as the Interim Human Resources Director from October 2000 – August 2001.
- Supervised department managers as assigned by the County Manager.
- Coordinated budget development with department manager and external agencies, assisting with performance and program measurement, fund allocation and budgetary reporting.
- Provided project management, development and coordination and performed special studies.
- Researched and formulated long-range plans for the County in personnel, operational and budgetary areas.

Budget Analyst
Henderson County Government, Hendersonville, NC ***1995 – 2000***

Key Responsibilities & Accomplishments Included:

- Served as the County's first Budget Analyst, introducing performance-based budgeting.
- Developed and assisted in the implementation of the County's annual personnel, operational and capital budgets.
- Analyzed operational and capital budget proposals, making recommendations to the County Manager to facilitate the development of the annual budget.
- Evaluated and implemented internal control policies and procedures.
- Conducted performance audits and special studies as assigned.
- Awarded the Government Finance Officers Association Distinguished Budget Award, 1997, 1998, 1999.

Director of Social Services ***1993 – 1995***
Autumn Care of Waynesville, Waynesville, NC

Key Responsibilities & Accomplishments Included:

- Performed public relations functions for the long-term care facility.
- Planned, organized, and implemented the social services program to meet organizational needs.
- Coordinated admissions and discharge planning.
- Advocated for and taught resident rights and related laws to clients, staff, and clients' family members.

EDUCATIONAL BACKGROUND

Master of Public Affairs (MPA) ***1995***
Western Carolina University, Cullowhee, NC

Bachelor of Science (BS), Social Work Degree ***1993***
Western Carolina University, Cullowhee, NC

Municipal & County Administration Certificate ***2006***
University of North Carolina – Chapel Hill, School of Government

Additional Certificates and Training
University of North Carolina – Chapel Hill, School of Government

- Essentials of Municipal Government, 2016
- Personnel Administration Seminar, 2000
- Effective Supervisory Management Program, 2000
- Developmental Supervision Program, 2000
- Budgeting and Financial Planning II, 1997
- New Finance Officers School, 1996
- Budgeting and Financial Planning I, 1995

Certificate in Nonprofit Management ***2013***
Duke University

PROFESSIONAL & CIVIC AFFILIATIONS

- International City-County Managers Association, Credentialed Manager
- NC City-County Managers Association, member
- Society of Human Resource Management, member
- Government Finance Officers Association, member
- Western Carolina University MPA Alumni Advisory Committee, member
- NC Center for Nonprofits, member
- NC Local Government Budget Association, former member
- Hendersonville Rotary Club, former member
- Asheville Regional Housing Consortium, Commissioner appointed position, numerous years served.

Dale E. Pennell, PE, PLS

4 Shadowbrook Lane
Weaverville, NC 28787
828.231.7050
dalepennell@gmail.com

Position of Interest: Public Works Director for the Town of Weaverville

Professional Registration

*Professional Engineer, NC (2000)
*Professional Land Surveyor, NC (1983)

Summary of Qualifications

*More than 40 years of engineering experience, all in western NC, with a diverse background in many areas of civil engineering design and construction, including pavement, sidewalks, greenways, storm water systems, erosion control measures, water and sewer lines, commercial and institutional facilities, and recreation parks
*Familiar with Town of Weaverville topography, streets, drainage, soil conditions and environmental issues
*Provided engineering services to Town of Weaverville for more than 30 years including road paving and repairs, new sidewalks, the first greenway within the town, Lake Louise improvements, drainage studies, water line extensions, etc.
*Prepared and sealed annual Powell Bill map since 1990
*Managed a staff of professional engineers and technicians including work assignments, annual evaluations, hiring, promotions, disciplinary actions, and terminations
*Experienced in budgeting, bidding, construction administration, project close-outs, and client billing for a variety of projects from $50,000 to $3,000,000 without any errors or omissions.
*Acquainted with town staff and elected officials as well as staff from the Public Works Department
*Communicated with the public during design workshops and construction projects, including coordination of public work with private interests
*Coordinated project-related activities and handling multiple-task design, permitting, scheduling, and construction oversight in complex public and private projects.
*Conducted plan reviews for complex private projects submitted by engineers and architects
*Developed relationships with local contractors who may bid on town projects and/or provide construction services to the town
*Provided a high quality level of service to clients and the public

Experience

2015-Present	Consulting Civil Engineer in Private Practice
1987-2015	McGill Associates, Asheville NC
1980-1987	City of Asheville Engineering Department, Asheville NC
1976-1980	Lyda Associates, Weaverville NC

Education

Asheville-Buncombe Technical Community College (1976)
Asheville, NC
Associated of Applied Science in Civil Engineering Technology (3.97 GPA)

References

*Vic Workman, Owner - Montrealla Farms LLC - Ka-Sar Enterprises, Inc.
(828.230.6058)

*Danny Clark, Director of Facilities - Watauga County Schools
(828.387.1580)

*John Young, PLS, Owner - NC Survey PC
(828.776.0052)

*Tony Laughter, Public Works Director - Town of Weaverville
(828.230.4542)

*Michael Morgan, former Town Manager – Town of Weaverville
(828.231.8288)

SARAH MYERS

413.244.2698 • SMyers789@gmail.com • Weaverville, NC

PROFESSIONAL EXPERIENCE

Town of Weaverville, NC Weaverville, NC 8/2023 - Present
Recreation Coordinator/Community Center Manager

- Oversee Community Center operations for a mix of paid rentals and community programs
- Support all Recreation programming, including the structure of a new Recreation Complex
- Act as staff liaison for the Active Weaverville Committee
- Work closely with Town Staff to coordinate annual events, including July 4th, Music in the Park, and the Holiday Parade
- Create communications for platforms, including social media, newsletter, and blog

Weaverville Business Association Weaverville, NC 7/2021 - 9/2023
Administrator

- Managed every aspect of member engagement, events, and financial management
- Partnered with the membership committee as part of a strategic plan to improve member recruitment, engagement, and value
- Developed and distributed monthly membership newsletter using Mailchimp
- Recordkeeper and database manager for the organization
- Developed and upheld standard operating procedures, policies, and systems

Vivian Asheville, NC 1/2020 – 3/13/2020
Assistant Manager

- Provided kind, personalized, and informed service and management
- Resolved any guest issues promptly and positively

Bartender / Shift Manager 11/2017 – 5/2019

Foothills Local Meats Black Mountain, NC 3/2019 – 1/2020
Director of Hospitality

- Managed the daily front of house operations in multiple locations

Mountain BizWorks Asheville, NC 12/2017 – 6/2019
Business Coach (Contract)

- Offered coaching and support to a regional network of small businesses and entrepreneurs

The Association of Boarding Schools (TABS) Asheville, NC 8/2014 – 11/2017
NABI Marketing Program Manager (1/2017 – 11/2017)

- Cultivated and strengthened relationships with key partners for a 5-year, multi-million dollar marketing initiative aimed at improving the financial sustainability of member schools
- Managed all departmental administrative functions, including budgeting, invoicing, scheduling, and contractor relations

Marketing Program Manager (7/2015 – 12/2016)

- Created and coordinated email and social media campaigns for events and admission trips
- Partnered with contractors and colleagues to develop communications and marketing

Ongoing Occasional Administrative Support and Contract Research Projects (8/2014 – 10/2020)

SARAH MYERS

413.244.2698 • SMyers789@gmail.com • Weaverville, NC

Community Foundation of Western North Carolina Asheville, NC 4/2015 – 7/2015
Independent Contractor
- Completed a prospect research and data management project

Blue Ridge Women in Agriculture Boone, NC 7/2012 – 7/2014
Executive Director
- Directed the daily administration and operations of a small, member-focused nonprofit
- Oversaw the planning and implementation of a two-day, annual Farm Tour
- Supported the development, execution, and evaluation of all programs and communications

The Independent Restaurant Somerville, MA 2006 – 2012
Management Duties, Bartender, Server

Tufts Health Plan Watertown, MA 2009 – 2010
Mental Health Service Coordinator
- Collaborated with colleagues and providers to synthesize and communicate sensitive medical data, expedite solutions to complicated problems, and provide integrated services and benefits

North Charles Community Career Links Somerville, MA 2007 – 2008
Education & Employment Specialist (3/2008 – 12/2008); *Job Support Specialist* (8/2007 – 3/2008)
- Successfully transitioned Department of Mental Health clients to employment/higher education readiness through consistent, supportive counseling, and the development of accountability processes for job searches

Career Collaborative, Inc. Boston, MA 2006 – 2007
Employment Assistant
- Provided consistent, compassionate support to clients on their paths to self-sufficiency

Judie's Restaurant Amherst, MA 2000 – 2006
Server, Host, Busser, Cashier

EDUCATION

Brandeis University Waltham, MA 2012
Heller School for Social Policy and Management Master's in Business Administration
- Concentration in Social Impact Management

University of Massachusetts Amherst, MA 2006
Bachelor of Arts, Sociology Major with a concentration in Social Inequality and Diversity

Byron A. Hamstead

U.S. Fish and Wildlife Service
Asheville Ecological Services Field Office
160 Zillicoa Street
Asheville, NC 28801
byron_hamstead@fws.gov

Professional Experience:

Fish and Wildlife Biologist; GS-11, Step 7; 40hrs/wk; $87,062 **October 2015 - Present**

US Fish and Wildlife Service (USFWS) Asheville Ecological Services Field Office, 160 Zillicoa Street, Asheville, NC 28801
Supervisor: Gary Peeples 828.258.3939

- Work independently and in teams to review federal actions authorized and/or administered by various USDA agencies, USACE, FEMA, HUD, FHWA, FAA, FCC, USFWS, etc. pursuant to the Endangered Species Act (ESA), Clean Water Act (CWA), Fish and Wildlife Coordination Act (FWCA), National Environmental Policy Act (NEPA), Migratory Bird Treaty Act, Bald and Golden Eagle Protection Act, and other legal authorities
    - Evaluate, implement, and occasionally develop regulations, rulemakings, policies, guidelines, standards, agreements, and/or plans to conserve federal trust resources pursuant to the ESA (specifically Sections 4, 6, 7, 9, and 10)
        - Review office consultation products written by teammates
    - Coordinate and maintain partnerships with diverse audiences including federal and state agencies, municipalities, NGO's, agricultural producers, consultants, engineers, developers, construction contractors
    - Evaluate and implement conservation strategies for diverse activities types (e.g. habitat restoration, recreation developments, utility improvements, agricultural developments, residential/commercial developments, politically controversial activities, etc.)
    - Pursuant to Sections 7(a)(1) and 7(a)(2) of the ESA, develop and administer conservation programs with action agencies to protect listed species and streamline administrative processes
    - Manage a high workload and adhere to procedural deadlines
        - Work independently and in teams to execute proactive and reactive project review processes within statutory response deadlines
        - Manage 45-85% of office ESA consultations each fiscal year
    - Deliver effective written responses to diverse and occasionally antagonistic audiences and maintain a cogent administrative record
        - Routinely coordinate with supervisors and teammates to ensure that written products are effective and consistent
- Review and assist the North Carolina Wildlife Resources Commission, (NCWRC, state wildlife agency) to administer recurring Wildlife Restoration and Sport Fish Restoration grants
    - Review/complete intra-service Section 7 consultation for proposed Federal Aid activities
    - Coordinate with NCWRC to implement reasonable measures to avoid/minimize project-mediated impacts to federal trust species
    - Coordinate with NCWRC to implement reasonable measures to maximize project-mediated benefits to *wildlife* (50CFR 80.2) and other federal trust species
- Assist with the implementation of USFWS Partners for Fish and Wildlife Program (PFW) projects to restore and protect wildlife resources
    - Provide regulatory, biological, and technical assistance to USFWS PFW staff and Partners to implement feasible and effective construction designs and methods to minimize impacts to natural resources
    - Ensure that office PFW projects are consistent with pertinent regulations, policies, and standards pursuant to the ESA
    - Conduct project monitoring during construction and implement adaptive strategies to avoid and minimize impacts to natural resources (e.g. impromptu design modifications, animal rescue/relocation, etc.)
    - Complete post-construction monitoring to ensure that objectives have been met
- Support teammates and partners
    - Identify and support the strengths of teammates to foster an effective workplace
    - Review and edit written office products and conservation strategies developed by teammates
    - Coordinate with teammates across all office programs to ensure my work is supportive, aligned with office priorities, and not duplicative

- Conduct biological surveys and animal rescues for federal and state-protected species to reduce impacts to natural resources, inform ESA consultation, assess species status, and/or aid species recovery
- Coordinate with state agencies and NGO's to develop and implement species conservation, equitable community engagement, sustainable outdoor recreation developments, outdoor education, and citizen science programs
    - Participate in annual "Kids in the Creek" outreach events for elementary and middle school students to showcase overlooked biodiversity in local communities and teach ecological principles
    - Co-chair the Outreach and Communications Working Group within the Little Tennessee River Native Fish Conservation Partnership to support community-based conservation and awareness of threats to aquatic and riparian wildlife in the Little Tennessee River Basin
- Implement recurring species inventory and habitat management activities within the USFWS Mountain Bog National Wildlife Refuge and NC State-managed lands
- Co-led the development of an Office Strategic Plan to maximize efficiency and effectiveness of all office programs
    - Developed innovative short- and long-term office strategies to address conservation challenges
    - Fostered a holistically supportive workplace environment that acknowledges skills, needs, and aspirations of teammates
- Completed competitive interagency work details with USDA-NRCS Caribbean Area State Office in San Juan, Puerto Rico in 2018, 2019, and 2023 following major hurricanes
    - Reviewed >850 individual emergency activities that threaten life and property to ensure impacts to natural resources were avoided or minimized
    - Documented compliance with numerous regulatory requirements (ESA, NEPA, CWA, NHPA, etc.)
    - Coordinated with NRCS Caribbean Area state biologist to develop a programmatic consultation framework with the USFWS Caribbean Area Ecological Services Field Office to streamline ESA consultation for emergency responses
    - Assisted with the development of site-specific conservation plans at key agricultural developments
    - In addition to temporary duties to USDA-NRCS, maintained core work duties to USFWS duty station throughout detail assignments resulting in high workload for each detail duration (120-day each)
    - Volunteered with locally-led outdoor recreation user groups to develop trail advocacy resources and a GIS suitability model for sustainable trail development in Puerto Rico and US Virgin Islands

Fish and Wildlife Biologist (Regulatory: Hydropower, FERC); GS-9, Step 2; 40hrs/wk; $50,016 July 2013 - January 2016
USFWS South Carolina Ecological Services Field Office, 176 Croghan Spur Road #100, Charleston, SC 29407
Supervisor: Tom McCoy 843.727.4707

- Reviewed hydropower project licensing pursuant to ESA, FWCA, CWA, NEPA, Federal Power Act, Electric Consumers Protection Act, Energy Policy Act, and the mission of the U.S. Fish and Wildlife Service
- Coordinated with federal and state agencies, NGO's, electric and water utility companies to ensure project license terms satisfy agency objectives, and are equitable according to the law
- Designed and implemented studies to identify potential impacts to fish and wildlife resources resulting from hydropower projects with particular regard for federally-listed species, migratory fishes, freshwater mussels, crayfishes, snails, aquatic insects, and riparian plants
- Coordinated with National Marine Fisheries Service and fish passage engineers to evaluate, design, and/or prescribe fishways to ensure safe, timely and effective upstream and downstream passage of fish and wildlife
- Forecast long-term agency goals and natural resource issues regarding the longevity of a license term (often >30 years), climate change, saltwater intrusion, and invasive species
- Monitor compliance of flow delivery, lake elevation, fish passage, water chemistry, shoreline development, and recreational use according to the articles of existing project licenses

USFWS Pathways Intern; GS-4, Step 1; 24-40hrs/wk; $27,990 **June 2012 - July 2013**
USFWS Asheville Ecological Services Field Office, 160 Zillicoa Street, Asheville, NC 28801
Supervisor: Gary Peeples 828.258.3939

- Constructed a community trail and outdoor classroom at a public high school in Burnsville, NC through partnerships between the FWS, teachers, students, clubs, NGO's, and businesses
- Assisted with biotic surveys (mussels, snails, hellbenders, fish, bog turtle, white irisette, bats, etc.) with FWS

biologists, state agencies and NGO partners
- Managed temperature loggers in 30+ streams throughout NC and SC to monitor and measure the effects of flow regulation on fish and mussel communities and habitats
- Led outreach events that promote environmental education and awareness to students ranging from 1st to 12th grade, the adult public, and media
- Designed and installed a bear and weather-proof system to monitor Spruce Fir Moss Spidermicrohabitats in remote, high elevation, locations in western NC

Aquatic Fauna Consultant; 24-50hrs/wk; $13-25/hr **January 2009 - May 2012**
Southeastern Aquatic Research Co., 1081 Hopewell Church Road, Boone, NC 28607
Supervisor: Dr. Michael Gangloff 334.332.1533
- Surveyed streams and rivers for freshwater mollusks where riparian construction, dam removal, or dam flow regime changes were proposed for: private land-owners throughout the southeastern US, USFWS, the Army Corps of Engineers, and the departments of transportation of Alabama, Georgia, Florida, and South Carolina

Lab Manager/Technician; 24-50hrs/wk; $13-15/hr **January 2009 - August 2011**
Department of Biology, 208 Rankin Science South, 572 Rivers Street Appalachian State University, Boone, NC 28608
Supervisor: Dr. Michael Gangloff 828.262.3025
- Inventoried rare, endangered, and presumed extinct mussel fauna in the East Fork Tombigbee River of Mississippi to assess changes in mussel and host fish community structure, and habitat following the construction of the Tennessee-Tombigbee Waterway (*Grantor: USFWS Jackson, MS Paul Hartfield*)
- Surveyed 40+ streams across three drainages in Florida and Alabama for federally threatened and endangered mussels to update their occupied range and federal listing status (*Grantor: USFWS Panama City, FL Sandy Pursifull*)
- Evaluated ex-urban riparian land-use effects to water quality in the New River (South Fork-Watauga and Ashe counties, NC) using benthic macroinvertebrates as biological indicators (*Appalachian State University*)
- Sampled 20+North Carolina streams across 3 eco-regions to assess low-head dam effects on the morphology and community structure of freshwater mussels and fish (*Grantor: NCWRC SWG grant*)
- Sampled, identified, and cataloged 2,500+ crayfish and 1,100+ mussels from 210 sites across 11 Alabama state managed lands to update and facilitate responsible wildlife management strategies (*Grantors: Auburn University/ALDCNR*)
- In a lab shared by seven graduate and many undergraduate students, duties included:
  - Managing aquatic fieldwork crews throughout the Southeast U.S. and maintaining appropriate collection permits
  - Drafting/revising project reports for supervisors and grantors
  - Teaching aquatic sampling protocols to new employees
  - Collecting, organizing, digitizing, analyzing extensive data sets

Wildlife Research Technician; 24-32hrs/wk; $13/hr **November 2010 - January 2011**
North Carolina Wildlife Resources Commission, 645 Fish Hatchery Rd, Marion, NC 28752
Supervisor: 828.652.7802
- Identified crayfish collected from North Carolina's Broad, Catawba, French Broad, Hiwassee, Little Tennessee, New, Savannah, and Watauga River drainages
- Prepared over 1000 crayfish, mussel, and snail specimens for long-term storage and digitized the data.
- Assisted with mussel propagation facility maintenance and inventory

Intern/Lab Technician; 24hrs/wk; Volunteer-expenses reimbursed **January 2008 - May 2008**
Department of Biology, 208 Rankin Science South, 572 Rivers Street Appalachian State University, Boone, NC 28608
Supervisor: Dr. John Walker 828.262.6906
- Sampled *Rhododendron maximum* for eracoid mycorrhizal fungi to reveal a possible mutualism
- Administered laboratory techniques to culture and identify fungi

Intern/Research Technician; 24hrs/wk; Volunteer-expenses reimbursed **April 2007 - December 2007**
Symbiont-Biological Pest Management Co., 194 Shull's Hollar, Sugar Grove, NC 28679
Supervisor: Dr. Richard McDonald 828.297.2884

- With the USFS, released predator beetles (*Scymnus sinuanodulus*) to control invasive insect populations, Hemlock Wooly Adelgid (*Adelges tsugae*)
- Measured predation of three beetle species (*Scymnus sinuanodulus*, *Scymnus ningshenensis*, *Sasajiscymnus tsugae*) on *A. tsugae* to predict effectiveness of future biological control beetle releases
- Sampled large areas for infestation while monitoring the dispersal behavior of the biological control beetle *Laricobius nigrinus*.

Education

Master of Science: Biology
Appalachian State University (August, 2013)
Thesis: (Changes in the Freshwater Mussel Assemblage in the East Fork Tombigbee River, Mississippi: 1988- 2011.pdf)
Bachelor of Science: Biology, concentration: Sustainable Development
Appalachian State University (Graduated December 2008)
(Earned Dean's List: Fall 2004, Spring 2006, Fall 2006, Fall 2007)

Presentations/Publications

Hamstead B.A., Hartfield P.D., Jones R.L., Gangloff M.M. (2019). *Changes to freshwater mussel assemblages after 25 years of impoundment and river habitat fragmentation*. Journal of Aquatic Conservation: Marine and Freshwater Ecosystems.

Gangloff M., Hamstead B.A., Abernethy E.F., Hartfield P.D. (2013) *Genetic distinctiveness of Ligumia recta, the black sandshell, in the Mobile River Basin and implications for its conservation*. Conservation Genetics.

Hamstead B.A., Gangloff M., Hartfield, P. (2013, March 11) *Habitat-mediated change in mussel community structure following the construction of the Tennessee-Tombigbee Waterway.* Presented at Freshwater Mollusks Conservation Society, Guntersville, AL.

Hamstead B.A., Gangloff M., Hartfield, P. (2012, May 21) *Effects of flow modifications on freshwater mussel assemblages in the East Fork Tombigbee River*. Presented at Society for Freshwater Science, Louisville, KY.

Hamstead B.A., Hartfield P., Gangloff M.M. (2011, April 12) *Hydrogeomorphic Legacy of a Mass-extinction Event: Habitat Ecology of Mussels in the East Fork Tombigbee River*. Presented at Freshwater Mollusks Conservation Society, Louisville, KY.

Hamstead B.A., White K., Gangloff M.M. (2010, April 8) *Effects of Riparian Landuse on Stream Habitats and Macroinvertebrate Communities in the South Fork of the New River, Ashe and Watauga Counties, North Carolina*. Presented at the Association of Southeastern Biologists, Asheville, NC.

Hoch R.A., Gangloff M.M., Hamstead B.A., Silvano A.L., Grand J.B. (2010, April 8 & 2010, June 6) *Inventory of Crayfish and Mollusk Resources on Alabama State- Managed Lands*. Presented at the Association of Southeastern Biologists, Asheville, NC & North American Benthological Society, Santa Fe, NM.

Hoch R.A., Gangloff M.M., Hamstead B.A., Silvano A.L., Grand J.B. (2010, June 6) *Freshwater Mussel Microhabitat Use in the Sipsey River, Alabama*. Presented at the North American Benthological Society/American Society of Limnology and Oceanography, Santa Fe, NM.

McDonald, R.; Mausel, D.; Salom, S.; Kok, L.; Montgomery, M.; Luker, G.; Steury, S.; Spears, G.; Skeate, S.; Graham, J.; Hamstead, B. 2008. Recovery of hemlock woolly adelgid predators in the high country of northwestern North Carolina 2004-2008. In Fourth symposium on hemlock woolly adelgid in the eastern United States, Onken, B.; Reardon, R., eds. WV: U.S. Department of Agriculture, Forest Service: 53-60.

Selected Skills and Training

- Communicating Science, NCTC
- Urban Wildlife Conservation Program, NCTC
- Electrofishing Safety, NCTC
- Chainsaw Safety, USFS
- Wilderness First Aid and CPR
- Ecology and Conservation of North American Crayfishes
- Freshwater Mussel Identification; NCTC
- Wetland Plant Identification; NCTC
- Interagency Consultation for Endangered Species; NCTC
- Macroinvertebrate Ecology and Identification; NCTC
- GIS Training: Cookeville, TN
- FERC/Hydropower/Fishways Training: Hadley, MA
- USFWS Crayfish Workshop; Georgia College
- Work Detail (6-wks): status assessment, threats analysis, and 12-month finding for the Suwannee Moccasinshell (*Medionidus walkeri*); USFWS Panama City and South Carolina Field Offices
- Habitat Conservation Planning for Endangered Species; NCTC
- Wetland Plant ID; Hobcaw Barony, SC
- River Morphology and Applications; NCTC
- Applied Fluvial Geomorphology; NCTC
- Stream Habitat Measurement Techniques; NCTC
- Employee Foundations; NCTC
- FERC Training; SCFO
- Listing Training; SCFO
- SCUBA/PADI open water certified with experience diving in high-flow, low visibility freshwater rivers and creeks throughout the southeastern US
- Proficiency with MS Excel and Sigmaplot, SPSS analytical software, ArcMap version 10.8.1 and ArcGIS Pro version 3.1

References

Gary Peeples – Direct supervisor
Deputy Field Office Supervisor USFWS Asheville Field Office
Asheville, North Carolina Ecological Services Field Office 828-258-3939, gary_peeples@fws.gov

Janet Mizzi
Field Office Supervisor USFWS Asheville Field Office
Asheville, North Carolina Ecological Services Field Office 828-258-3939, janet_mizzi@fws.gov

Rebekah Reid
Regulatory Team Lead USFWS Asheville Field Office
Asheville, North Carolina Ecological Services Field Office 828-258-3939, rebekah_reid@fws.gov

Andrew Henderson
Fish and Wildlife Biologist USFWS Asheville Field Office
Asheville, North Carolina Ecological Services Field Office
828-216-4969, andrew_henderson@fws.gov

Jonathan Wardell
Recovery Planning Team Leader USFWS Division of Recovery
Atlanta Southeast Regional Office
404-679-4127, jonathan_wardell@fws.gov

9 Grove St.
Weaverville, NC 28787
Cell: (828) 423-0035
Work: (828) 215-1740
mark_endries@fws.gov

Mark Endries

Education:

Master of Science Degree in Biology – May 2000
University of Wisconsin Oshkosh
Thesis: Modeling Spacing Patterns of a Tropical Forest Rodent Using Radiotelemetry and GIS.

Bachelor of Science Degree in Biology, Minor in Chemistry – May 1995
University of Wisconsin Oshkosh

Work and Volunteer Experiences:

August 15th 2010 - Present: *Fish and Wildlife Biologist*
US Fish and Wildlife Service
Asheville Ecological Services Office, Asheville NC

GIS Analyst/IT Specialist. I am responsible for the development and maintenance of Service geospatial data systems, plan and conduct GIS-based spatially explicit investigations to determine impacts upon fish and wildlife resources, support staff with development and use of GIS technology, and serve as an information technology representative for the agency.

July 2nd 2004 – August 1st 2010: *Biological Scientist*
Florida Fish and Wildlife Conservation Commission
Fish and Wildlife Research Institute, Tallahassee, FL

GIS Analyst/Program Coordinator. An agency wide restructure placed me back into the Biodiversity Conservation Planner position while still retaining many of my former GIS Program Coordinator responsibilities (read below).

July 15th 2002 – July 1st 2004: *Biological Scientist*
Florida Fish and Wildlife Conservation Commission
Division of Wildlife, Tallahassee, FL

GIS Program Coordinator. I was responsible for the development and maintenance of Agency geospatial data systems, protocols, and procedures. In addition, I assisted Division biologists, other agencies, and the general public with the development and use of GIS technology, provided GIS technical assistance, maintained GIS data sets, and created new GIS data sets for agency and non-agency use.

January 3rd 2001 – July 12th 2002: *Biological Scientist*
Florida Fish and Wildlife Conservation Commission
Office of Environmental Services, Tallahassee, FL

Biodiversity Conservation Planner. A conservation biology position responsible for assisting in the application of GIS technology to regional and statewide biodiversity conservation planning in Florida. Using GIS data layers (e.g., species occurrence records, vegetation, soils, public lands) and multivariate statistics, I identified critical habitats for biodiversity conservation and conducted environmental impact assessments of proposed land use changes.

August 17th 2000 - December 15th 2000: *Teaching Assistant*
University of Georgia, Athens, GA

I was responsible for the instruction of the laboratory portion of an upper level digital cartography class. Duties included preparation, presentation, and grading of laboratory lectures and assignments, and other duties as needed. Software taught included ArcView, ArcInfo Workstation, IDRISI, and ERDAS Imagine.

January 2nd 1999 - June 2nd 2000: *Teaching Assistant*
University of Wisconsin Oshkosh, Oshkosh, WI

I was responsible for assisting professors with lecture and lab courses in general ecology, and introductory biology. Duties included assisting with lectures, tutoring students, grading assignments, and other duties as needed.

March 16th - July 30th 1998: *Biological Science Technician GS-5*
Point Reyes National Seashore, Point Reyes, CA

Part of a crew involved in the construction of a detailed digital land cover map of the park and exotic plant control. Skills acquired include aerial photo and topographic map interpretation, orienteering, plant and habitat survey techniques, plant identification, and plant removal techniques.

January 15th 1997 - March 9th 1998: *Americorps Volunteer/Laboratory Technician*
USDA Agriculture Research, Ft. Lauderdale, FL

Exotic plant biocontrol. I performed independent research on potential biocontrol candidates to benefit everglades restoration efforts and help curb invasive species infestation throughout Florida. Part of the Americorps National Service program.

March 1st - December 10th 1996: *Corpsmember/Youth Mentor/Americorps Volunteer*
Montana Conservation Corps, Boulder, MT

Conservation corpsmember conducting trail construction and maintenance, stream restoration, abandoned mine inventories and restoration, general construction, and community service. Additionally, served as youth-at-risk mentors on work projects. Part of the Americorps National Service program.

May 15th - December 13th 1995: *Field Research Technician*
Smithsonian Tropical Research Institute of Panama

Population dynamics of the spiny rat (*Proechimys semispinosus*) on small islands in the Panama Canal. I conducted live capture and release of small mammals, animal banding and tagging, plant identification, plant phenology interpretation, powerboat operation, data entry, project management and maintenance.

Publications, Grants, Honors, and Accomplishments:

- Successfully graduated from CSP3116 Interagency Consultation for Endangered Species.
- Successfully graduated from CLM7173 Environmental Due Diligence: The Transaction Screen Process
- Successfully graduated from CSP3129 Inland Oil Spill Planning Preparedness
- Was the instructor of an Introduction to Maxent course at the 2022, 2020, 2018, and 2014 FWS Geospatial Workshops
- 2019 US Fish and Wildlife Service GIS Training Champion
- USFWS detailee (GS-12) as the Species Range Communications Lead- January 2020
- USFWS detailee (GS-12) as a Data Manager for the Peninsular Florida LCC – September 2017
- USFWS detailee (GS-12) as the USFWS NWRS GIS Coordinator August – December 2016
- Second Place Poster: “Using GIS to Assess Bog Turtle (Glyptemys muhlenbergii) Metapopulation DynamicsAcross the Southern Appalachian Mountain Region”, 2019 NC GIS Conference
- Special Achievement in GIS Award: US Fish and Wildlife Service Oil Spill Responder, 2011 ESRI User Conference
- Honorable Mention Poster: “Using GIS to Develop a Priority Work Area Map in Western North Carolina”, 2011 SCGIS/ESRI/SCB International Conservation Mapping Competition, June 21st, 2011
- Best in Show Poster: “Assessing Natural Lands Spatial Heterogeneity in a Landcover Map”, Seven Hills Regional Users Group for GIS Workshop, November 20th, 2008
- Served as an GIS expert witness in a land development dispute (FL Case No. 07-003267GM)
- Received Geographic Information Systems Professional (GISP) certification, August 2006,
- Second Place Poster: “Mapping Wildlife Needs in Florida: The Integrated Wildlife Habitat Ranking System”, Best Data Integration Category, 2005 ESRI International User Conference
- Author “Spacing Patterns of a Tropical Forest Rodent, the Spiny Rat (*Proechimys semispinosus*), in Panama”. Journal of Zoology, London, February 2005
- Invited Speaker: Arizona Game and Fish Department Missing Linkages Workshop, April 14th, 2004, Phoenix, AZ
- Invited Speaker: 3rd Annual Deer-Vehicle Crash Information Clearinghouse Symposium, February 13th, 2004, University of Wisconsin Madison
- Best in Show Poster: “A Model for Predicting Black Bear Habitat for the Western Panhandle of Florida”, Seven Hills Regional Users Group for GIS Workshop, November 21st, 2003
- Best in Show Poster: “Mapping Wildlife Needs in Florida: The Integrated Wildlife Habitat Ranking System”, Seven Hills Regional Users Group for GIS Workshop, November 15th, 2002
- Florida Fish and Wildlife Conservation Commission Outstanding Performance Award recipient, 2002.
- Co-author “The Brazilian Peppertree Drupe Feeder *Megastigmus transvaalensis* (Hymenoptera: Torymidae): Florida Distribution and Impact”. Biological Control, 2001
- Co-author “Colonization and Extinction Dynamics of Possums on Small Islands in Panama”. Canadian Journal of Zoology, November 2000
- Co-author “Spacing Patterns Within Populations of a Tropical Forest Rodent, *Proechimys semispinosus*, on Five Panamanian Islands”. Journal of Zoology, London, January 1997

Weaverville Watershed Trails and Wildlife Preserve - Project Budget

Item	Cost
Parking Area Improvements	$100,000
Water Equipment Exclusion Fencing	$232,200
Phase 1 Trail Installation	$141,500
Phase 2 Trail Installation	$136,000
Phase 3 Trail Installation	$222,330
Phase 4 Observation/Viewing Platforms	$20,000
2026 Maintenance	$55,000
2027 Maintenance	$55,000
2028 Maintenance	$55,000
2029 Maintenance	$55,000
Total Project Cost	**$1,072,030**

Time estimate
3 Months
2 Months
4 Months
3 Months
4 Months
2 Months
1 year
1 year
1 year
1 year

TOWN OF WEAVERVILLE
RESOLUTION IN SUPPORT OF APPLICATION FOR
BUNCOMBE COUNTY PASSIVE RECREATION LANDS
GRANT APPLICATION FOR FY2024

WHEREAS, Buncombe County voters approved a $30 million general obligation bond to fund projects that conserve open space, build greenways, and expand passive recreation opportunities in Buncombe County ("Open Space Bond"); and

WHEREAS, the Passive Recreation Lands component of the bond aims to fund projects that provide publicly accessible land, outdoor space, waterbodies, and corridors where passive recreation activities, such as hiking, birding, bicycling, and wildlife viewing can occur while also preserving and protecting important ecosystems and natural resources; and

WHEREAS, a portion of the Open Space Bond is being made available for eligible Passive Recreation Land and Buncombe County has established project eligibility criteria and a timeline for a FY2024 grant cycle; and

WHEREAS, the Town of Weaverville is considering the installation and operation of a publicly accessible trail system for hiking, biking, and other passive recreation, on approximately 300 acres within the Weaverville Watershed [a/k/a the Eller Cove Watershed] located within the unincorporated area of Buncombe County and owned by the Town of Weaverville ("Weaverville Watershed Trails Project"); and

WHEREAS, the Town of Weaverville believes its Weaverville Watershed Trails Project may be eligible for funding under the Passive Recreation Lands component of the Open Space Bond and wishes to submit an application for consideration;

NOW, THEREFORE, BE IT RESOLVED that the Town Council for the Town of Weaverville hereby endorses the application for grant funding under the FY2024 Passive Recreation Lands component of the Open Space Bond for its Weaverville Watershed Trails Project.

THIS the 26th day of February, 2024.

TOWN OF WEAVERVILLE

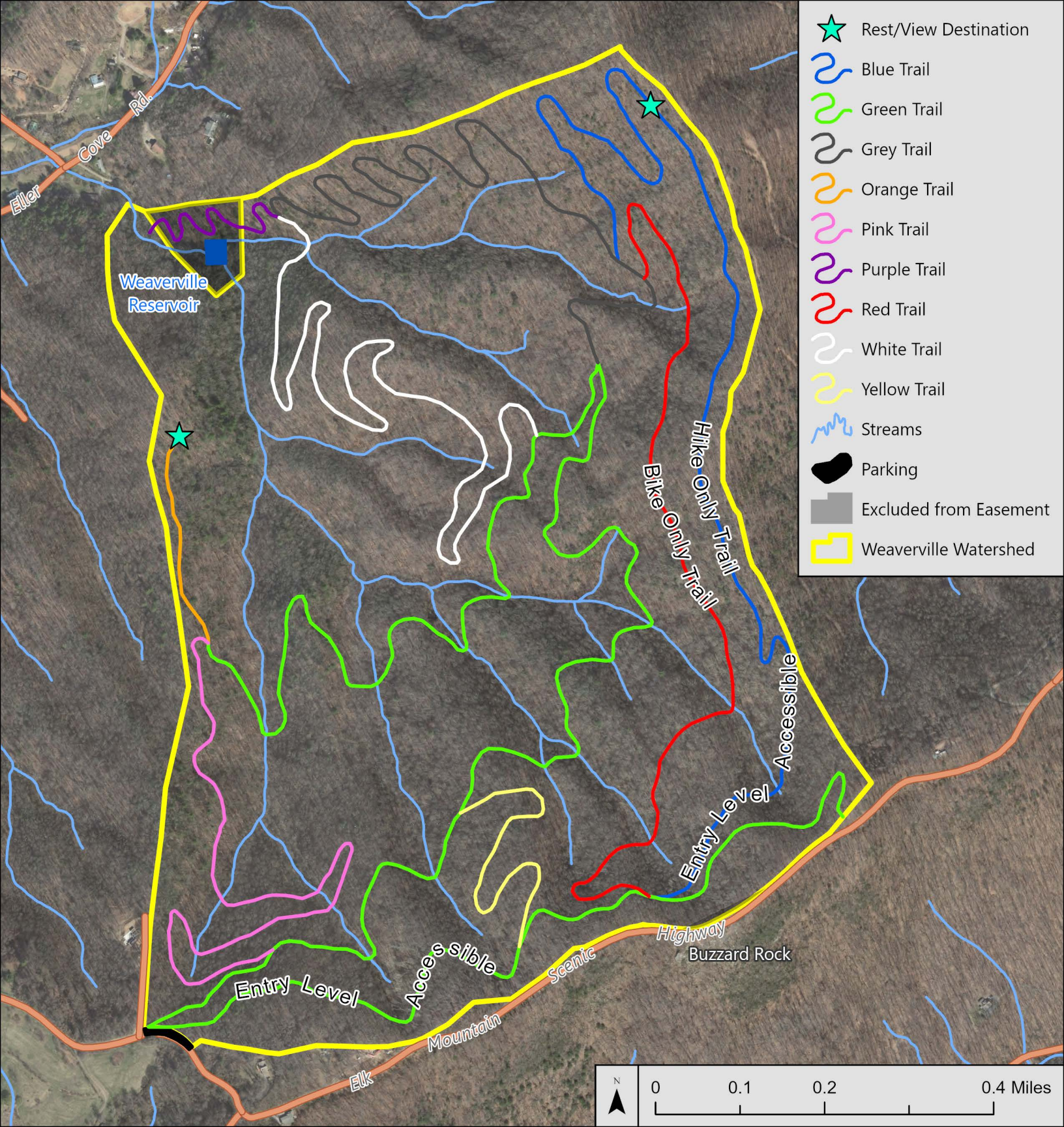
P Fitzsimmons

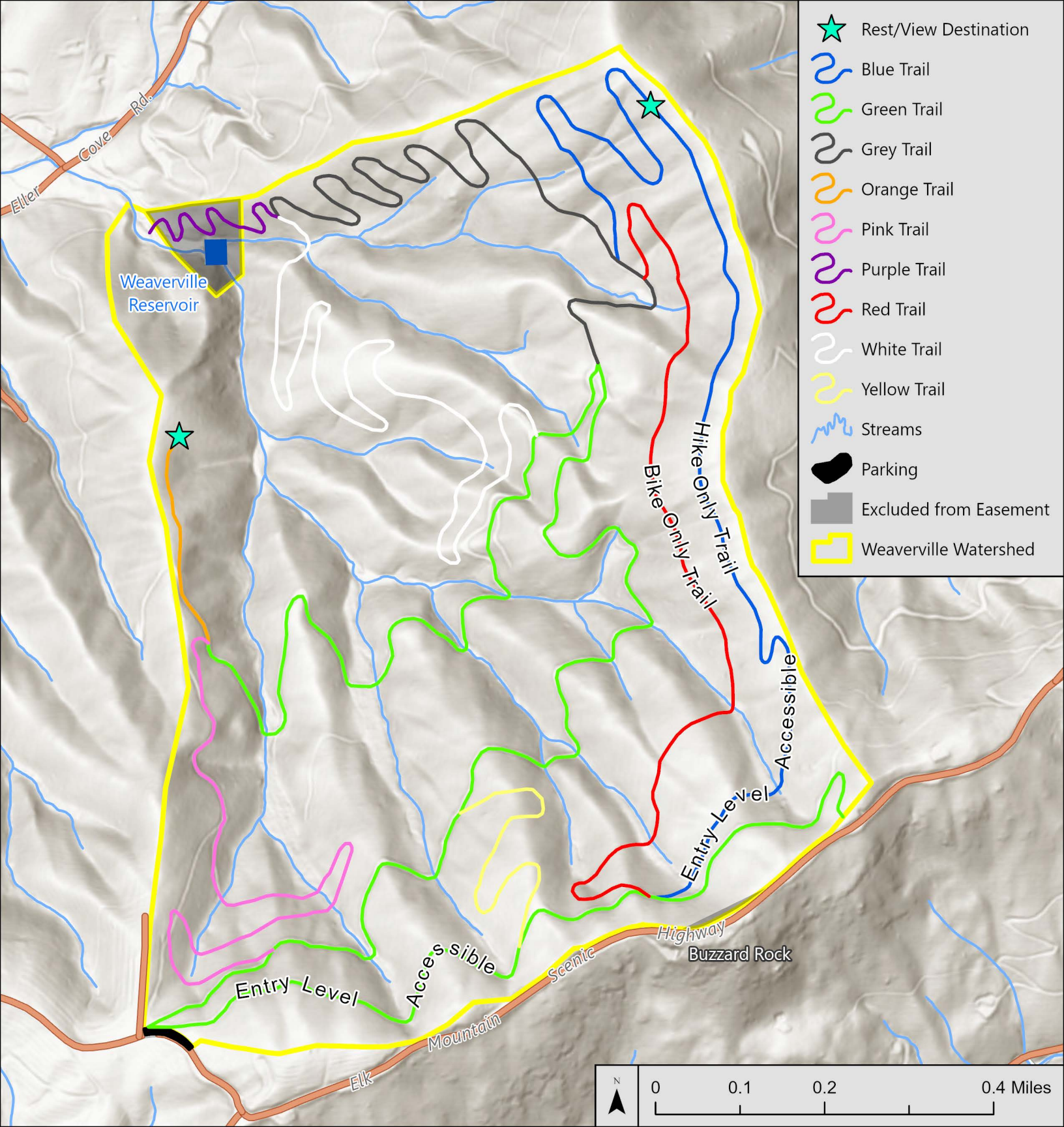
Patrick Fitzsimmons, Mayor

ATTEST:

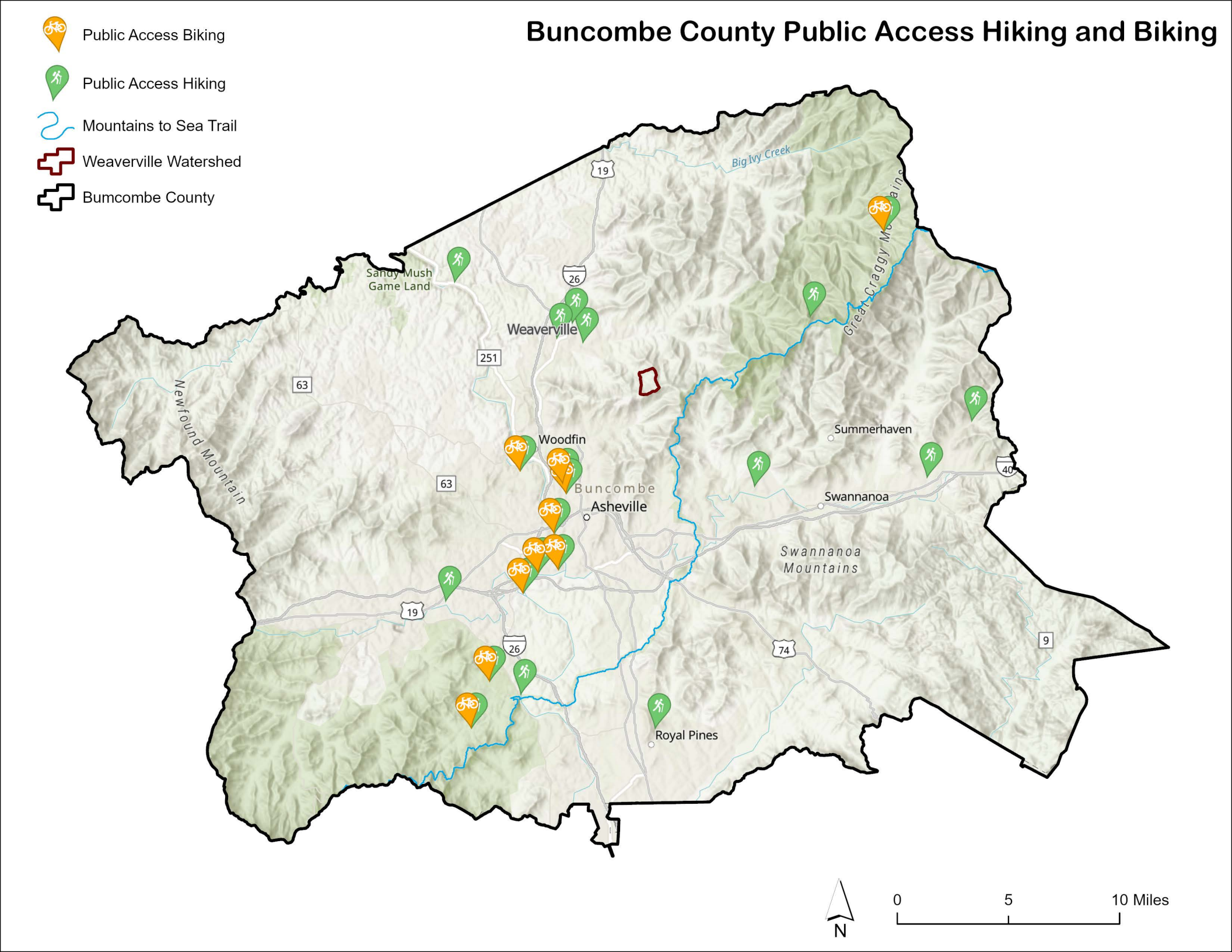
Tamara Mercer

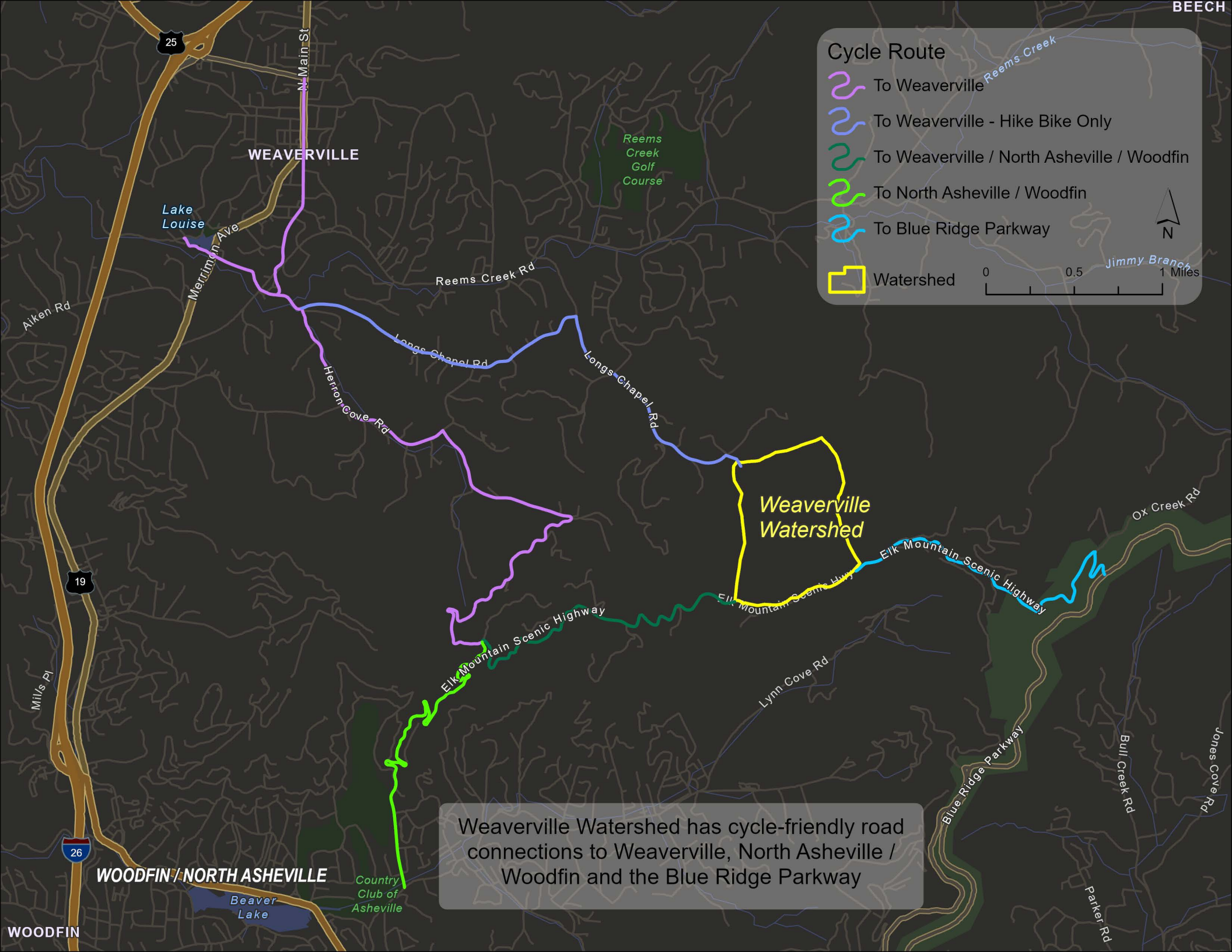
Tamara Mercer, Town Clerk

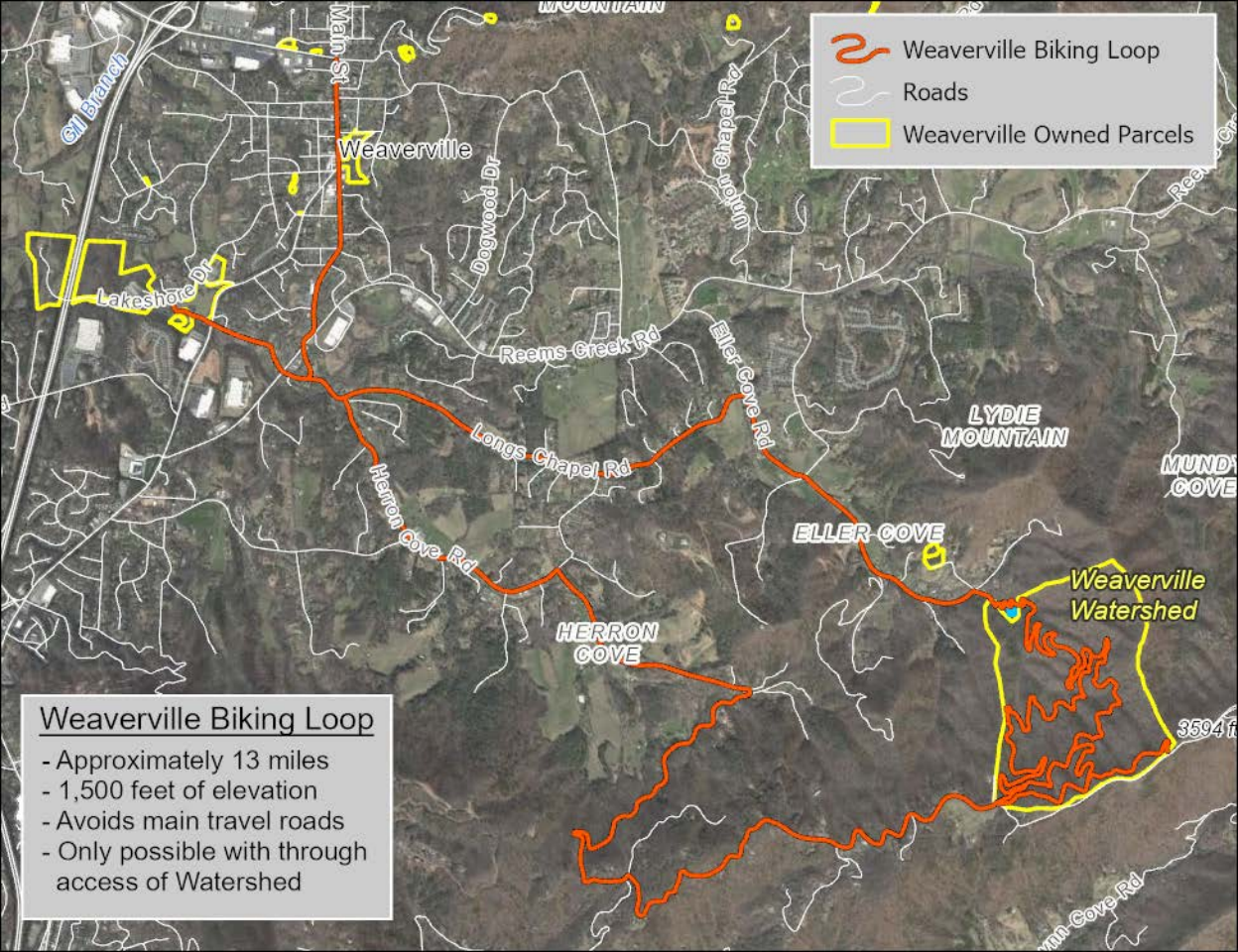

Rest/View Destination
Blue Trail
Green Trail
Grey Trail
Orange Trail
Pink Trail
Purple Trail
Red Trail
White Trail
Yellow Trail
Streams
Parking
Excluded from Easement
Weaverville Watershed
Eller Cove Rd.
Weaverville Reservoir
Hike Only Trail
Bike Only Trail
Entry Level Accessible
Entry Level Accessible
Buzzard Rock
Scenic Highway
Mountain Elk
N
0
0.1
0.2
0.4 Miles


Rest/View Destination
Blue Trail
Green Trail
Grey Trail
Orange Trail
Pink Trail
Purple Trail
Red Trail
White Trail
Yellow Trail
Streams
Parking
Excluded from Easement
Weaverville Watershed
Elder Cove Rd.
Weaverville Reservoir
Hike-Only Trail
Bike-Only Trail
Accessible
Entry Level
Buzzard Rock
Highway
Scenic
Mountain
Elk
Accessible
Entry Level
N
0
0.1
0.2
0.4 Miles

Buncombe County Public Access Hiking and Biking




Cycle Route
To Weaverville
To Weaverville - Hike Bike Only
To Weaverville / North Asheville / Woodfin
To North Asheville / Woodfin
To Blue Ridge Parkway
Watershed
N
0
0.5
1 Miles
Weaverville Watershed has cycle-friendly road connections to Weaverville, North Asheville / Woodfin and the Blue Ridge Parkway
WEAVERVILLE
WOODFIN / NORTH ASHEVILLE
WOODFIN
BEECH
Lake Louise
Reems Creek Golf Course
Reems Creek
Jimmy Branch
N Main St
Merrimon Ave
Reems Creek Rd
Aiken Rd
Longs Chapel Rd
Herron Cove Rd
Elk Mountain Scenic Highway
Ox Creek Rd
Lynn Cove Rd
Blue Ridge Parkway
Bull Creek Rd
Jones Cove Rd
Parker Rd
Mills Pl
Beaver Lake
Country Club of Asheville
25
19
26


Weaverville Biking Loop
Roads
Weaverville Owned Parcels
Weaverville
Main St
Dogwood Dr
Union Chapel Rd
Lakeshore Dr
Reems Creek Rd
Eller Cove Rd
Longs Chapel Rd
Herron Cove Rd
LYDIE MOUNTAIN
ELLER COVE
HERRON COVE
Weaverville Watershed
Weaverville Biking Loop
- Approximately 13 miles
- 1,500 feet of elevation
- Avoids main travel roads
- Only possible with through access of Watershed


Weaverville Watershed
Trail Distance
3 Miles
.27 Miles
1.45 Miles
1 Mile
1.23 Miles
1 Mile
.37 Miles
.21 Miles
.27 Miles
POI
Parking
etd
Elevated Trail Design









Town of Woodfin ◊ 90 Elk Mountain Rd., Woodfin, NC 28804 ◊ 828-253-4887

Jill Carter, Open Space Bond Project Manager
Buncombe County Passive Recreation Lands Subcommittee
200 College Street
Asheville, NC 28801

March 22, 2024

Dear Ms. Carter and Members of the Passive Recreation Lands Subcommittee,

I am writing on behalf of the Town of Woodfin to express our enthusiastic support for the Town of Weaverville Watershed Trails & Wildlife Sanctuary project proposed for the Eller Cove watershed property. We believe this project holds immense environmental, social, and economic value for our community and the surrounding region.

The Eller Cove property, which adjoins our jurisdiction, encompasses 310 acres of pristine forest in an ecologically sensitive area of the county. This open space preservation effort promises significant public benefits for both local residents and the numerous visitors who frequent the Blue Ridge Parkway, located less than a mile from the Eller Cove property.

The development of miles of low-impact trails will create invaluable opportunities for hiking, birding, picnicking, and biking. These activities will allow residents and visitors to experience the therapeutic benefits of the Western North Carolina mountains firsthand. Beyond the undeniable health benefits of outdoor recreation, this project carries substantial environmental and economic impacts. Protecting steep slopes from overdevelopment helps mitigate the risks of landslides and erosion, while also contributing to the thriving outdoor economy of Western North Carolina.

As neighbors to the Town of Weaverville and partners in promoting tourism in our county and region, the Town of Woodfin strongly advocates for funding the trail system project at the Eller Cove watershed. Our longstanding partnership with Weaverville, including recent collaborations on a greenway feasibility study, gives us confidence in their ability to serve as responsible stewards of the new park, balancing environmental conservation with public use.

Thank you for considering our request to support this important initiative. We believe that together, we can create a lasting impact on our community's well-being and environmental sustainability.

Warmest regards,

Shannon Tuch

Shannon Tuch, Woodfin Town Manager

March 25, 2024

Passive Recreation Lands Program
Buncombe County

To Whom It May Concern:

As faculty members at the University of North Carolina Asheville, we personally and professionally appreciate the value of outdoor learning as part of the university's academic programs in Biology, Environmental Studies, and Sustainability. A critical part of these programs is identifying nearby, accessible natural areas where we can take our student groups. Among those often visited in Buncombe County are Bent Creek Experimental Forest, Sandy Bottom Preserve, and the Blue Ridge Parkway because they offer a diversity of terrestrial habitats with varying levels of human activity.

Much like these other natural areas, the Weaverville Watershed offers an intact forest community just 15 min from campus. The proposed trail system would provide valuable access for undergraduate learning opportunities. Although the Town of Weaverville might provide UNC Asheville faculty and students access to the property in its current form, the property lacks safe parking and navigable access to the forest, making it a risk for student groups. The proposed trail system and modest parking area outlined in the proposal will render the site an ideal field trip destination. The forest, with its diverse plant community, will be the perfect outdoor classroom for courses such as our Vertebrate Zoology, Forest Ecology, Avian Ecology, Hydrology, and Soils classes. The site will also demonstrate well how a site can be protected through transitions in its function: from the Town's water supply to a recreational area.

The undersigned faculty members recognize that the Weaverville Watershed trails project will provide a valuable educational resource to the community.

Sincerely,

Rebecca Hale
Professor of Biology
15 years in Asheville

Jonathan Horton
Professor and Chair of Biology
22 years in Asheville

Andrew Laughlin
Associate Professor of Environmental Studies
14 years in Asheville

H. David Clarke
Professor of Biology

Irene Rossell
Professor of Environmental Studies
30 years in Weaverville

Pisgah Area SORBA

Pisgah Area SORBA
PO Box 61
Skyland, NC 28776

To Whom It May Concern,

I am writing on behalf of Pisgah Area SORBA to offer our full support for the Weaverville Watershed grant application submitted through the Buncombe County Passive Lands grant. As a nonprofit organization dedicated to preserving mountain biking opportunities and enhancing trail systems in the region, we recognize the immense value this project would bring to our community.

Pisgah Area SORBA has a proud history of adopting and maintaining over 100 miles of trails, collaborating with municipalities and federal agencies, and advocating for trail access and improvement. Through our extensive experience, we understand the critical role that well-designed and maintained trails play in fostering outdoor recreation, promoting active lifestyles, and preserving natural landscapes.

The Weaverville Watershed project holds significant promise for the town of Weaverville and Buncombe County as a whole. The addition of the proposed multi-use trails will undoubtedly contribute to increased health and wellness among residents while also generating economic value for the area.

Pisgah SORBA has worked closely with Elevated Trail Design, who is responsible for crafting the plans for the Weaverville Watershed trail project. We can attest to their expertise and commitment to excellence. Their dedication to creating sustainable, accessible, and enjoyable trails ensures that this project will be a resounding success, benefitting both current and future generations.

In conclusion, I urge you to consider this grant application. With your support, the Weaverville Watershed trail project can create lasting positive impacts for our community.

Thank you for your consideration.



Natalie Narburgh
Executive Director, Pisgah Area SORBA

To: Town of Weaverville 27 March 2024

From: Boy Scout Troop 15, Weaverville

Subject: Support for Watershed Trail Plan

I am the Scoutmaster for Weaverville's Boy Scout Troop 15. After discussion with the Troop Committee, we want to offer our support to the creation of a trail system in Weaverville.

There are several merit badges and rank advancement tasks that require trails to hike, bike, and observe nature. Currently the closest "good" trail is Rattlesnake Lodge, and beyond that, the Lake Powhatan/Arboretum area. If we don't want to operate around Lake Louise and the College St-Church St neighborhood, we have to drive farther than we'd like. While we definitely enjoy hiking through town and around the lake, there's a bit too much traffic for safety, and it's a little too inhabited for a significant outdoor-nature experience.

A series of medium-distance trails within 2-3 miles of downtown Weaverville would offer the scouts some closer, and better, opportunities for learning new skills and practicing old ones.

The committee was very positive in support of the watershed trail plan. We would hope there will be parking for a half-dozen or more vehicles nearby, and some signs or other control measures to alert bikers to the possible presence of hikers.

Feel free to contact me if you have any questions or need further information.

Sincerely,



Chris Papaioannou
Scoutmaster, Troop 15
Weaverville, NC

United States Department of the Interior

FISH AND WILDLIFE SERVICE
Asheville Field Office
160 Zillicoa Street
Asheville, North Carolina 28801

March 11, 2024

Selena D. Coffey
Town Manager
Town of Weaverville
30 South Main Street
Weaverville, North Carolina 28787

Dear Selena Coffey:

Subject: Support for Proposed Eller Cove Watershed Trail System; Buncombe County, North Carolina

The U.S. Fish and Wildlife Service (Service) supports the conservation objectives for the proposed public trail system in Weaverville, North Carolina. The site contains a healthy rich cove forest natural community and provides high quality habitat for rare wildlife including federally listed bat species. The Service appreciates that the Town of Weaverville currently protects these habitats under conservation easement and is committed to maintain the site for wildlife and passive recreation uses.

In addition to easement protections, the proposed public trail system would provide opportunities to connect diverse audiences with natural resources. The Service acknowledges that providing safe, public access to natural spaces promotes appreciation for wildlife and instills conservation values to young people and other potential stewards.

The Service appreciates the opportunity to provide these comments.

Sincerely,

Gary Peeples
Deputy Field Office Supervisor

Carolina Mountain Club
PO Box 68
Asheville, North Carolina 28802
www.carolinamtnclub.org

Incorporated 1924
Member Appalachian Trail Conservancy

March 8, 2024

On behalf of the Carolina Mountain Club, I would like to show support for the trail plan that has been prepared by Elevated Trail Design for the Weaverville Watershed off of Elk Mountain Scenic Highway.

Our club is based in Asheville and has over 1100 members, many of whom live in the Weaverville area, so this would become another valuable location for hikers to get outside, in the woods, without having to drive long distances.

I visited this site 2 years ago with Jeff McKenna and saw then what benefits adding trails could have for a town-owned property not currently being used.

Again, I want to give CMC's full support for this project and hope the grant comes through for the benefit of the town of Weaverville.

Sincerely



Les Love

President, Carolina Mountain Club
Friends of MST Board Member
CMC Secondary Trails Supervisor
828-230-1861

Carolina Mountain Club, the oldest hiking and trail maintenance club in the southeast, celebrated 100 years in 2023!

www.cmc100th.org

To whom it may concern;

As the North Buncombe District teacher of the year, who represents seven public schools in and around Weaverville, I am a strong proponent of creating a local trail network for students to access outdoor learning opportunities. Speaking on behalf of the teachers in our district, I can say unequivocally that any trail network would be accessed by students and their teachers for educational and recreational opportunities.

As a Biology and Earth science teacher, a local trail network would afford my students the opportunity to do field investigations on biodiversity related to the specific flora and fauna of our region in the southern appalachians. A location like the site proposed would also allow students to study aquatic ecosystems and study such things as macroinvertebrates, salamander biodiversity, dissolved oxygen, pH, temperature, as well as other metrics to measure stream health. Students could also establish long term research projects to monitor the health of the forest. Trails similar to the ones proposed enable teachers to take their classrooms into the forest to experience learning first hand and in nature. These trails would not only benefit secondary students but lower grades as well as they begin to study topics such as photosynthesis, ecosystems, weather patterns and biomes to name just a few. With the close proximity to 5 schools (all within 10 miles) and the trail network this would make transportation by bus quick and easy.

Aside from the abundant educational opportunities for students, this site would provide numerous recreational options as well. For example, this property would allow access to a local ecosystem with trails that provide students options to hike, trail run, bike or walk. As the advisor to our schools Adventure club, this area would allow me to take my club on mountain bike rides and hikes that are close to school. Ultimately, these recreational activities keep kids moving, active, and healthy.

If you have any questions please don’t hesitate to reach out.

Thanks,

Mike Rowe
North Buncombe High School
828 645 4221

PISGAH RAGE

3/21/2024

To whom it may concern,

The National Interscholastic Cycling Association (NICA, (https://nationalmtb.org) is an American non-profit organization that promotes youth mountain biking programs in the United States. NICA provides governance, leadership, and program support to regional interscholastic mountain biking organizations. NICA's mission is to build "strong minds, bodies, character, and communities through cycling, where every youth is empowered to be part of a thriving and engaged cycling community."

Pisgah Rage (www.pisgahrage.com) is a NICA composite team made up of student-athletes in grades 6-12 from schools throughout Asheville and Buncombe County. Our goal is to provide a fun, safe and high-quality mountain bike experience for all athletes. Currently in our 6th year Pisgah Rage has over 80 student athletes and over 40 volunteer coaches.

As the Pisgah Rage Head Coach, I feel the Weaverville Watershed Trail project would be a great resource for our team. As a Buncombe County mountain bike team, we are huge proponents to adding trails in the County. We are also very active in providing our student athletes with opportunities to get involved in trail maintenance efforts through our Teen Trail Corps program (https://nationalmtb.org/teen-trail-corps/) and could potentially coordinate trail maintenance work days at the Weaverville Watershed trails.

Thank you,

Abby Walker
Head Coach Pisgah Rage & Asheville High NICA Mtn Bike Team