

Identified Action	Category of Action	Tag	Opportunity	Gap	Resources Needed	Who identified?
Create better and more detailed information available about recreation sites (both onsite and online) for seniors by identifying a leadership group who can coordinate this effort.	Education & Information	On-site Communication Off-site Communication Low Barrier Access	Good maps, excellent signage, and detailed information about what to expect at a recreation site would support seniors who are less mobile or need extra confidence getting outside. Sites in VT are owned/managed by many different entities and you have to do a lot of searching to find out specifics about recreation and what activities you'd like to participate in. Information varies about different place - state parks, town parks and forests, trails, conservation lands, etc.	This information-gathering needs a leadership group or groups - centralized effort or town-based? Need information-gathering and mapping resources; good information on senior-friendly and accessible sites, or descriptions that are more specific (such as distance between benches on a paved trail), staffing and funding for skilled activity leaders, rec and outdoor groups that could include partner more for senior activities	Some group would need to champion this effort and find funding/staff/volunteers to support it. There are a lot of good models to borrow from of maps and site descriptions that really help people get out, enjoy nature and be healthy.	Seniors
Provide every landowner, town clerk, recreation & parks group, conservation group, realtors and others with clear and accurate information about VT's landowner liability protections. Use resources such as the "When Landowners Share, Show You Care" booklet , and clearly share information about VT's land ethic and landowner liability laws/protections on State hunting and fishing information pages.	Education & Information	Off-site Communication Stewardship Ethic	Raise awareness for new and existing Vermont landowners about Vermont's strong landowner liability protections and shared land ethic. Create new outreach through other channels such as social media. Opportunity for growth of trail communities and building relationships with new landowners wanting to host trails.	Our shared land ethic creates what we think about as life in Vermont - we're neighborly, friendly - losing that would be tragic if it's based on misconceptions about hunting for example. Some towns offer welcome baskets to new residents or inheriting landowners that include information about VT's traditions of sharing land and about the recreational use statute.	Incentives for private landowners to keep land open for recreation. Targeted education/outreach funding to more widely distribute important information on landowner liability on many platforms; and to include that information more widely - to all town commissions, real estate businesses, hunting/fishing State sites and businesses.	Vermont Traditions Coalition Regional Planning Commissions Private Landowners Conservation
Promote hunting, fishing, and motorized sports by working with the VT Dept of Tourism and Marketing / VermontVacation.com	Education & Information	Off-site Communication Inclusive Communication Tourism	Non-profit organizations are important sources of information and resources. The state can connect people to their resources instead of lifting up their own information - for example VT Outdoor Guide Association (VOGA) recreation directory.	More investment is needed in work to promote new resources not just create them. Statewide recreation can and should conjure up more than an image of a backpack, skis, or mountain bike. It should normalize and acknowledge the values of hunting, fishing, and trapping as a key part of Vermont's culture, values such as wildlife management, economic benefits and value of feeding families.	Better partnerships with the State and recreation-related businesses/non-profits for promotion. Use models from nearby states such as Maine (hunting/fishing) and NH (ATVs).	Vermont Traditions Coalition

Promote opportunities for hunting, fishing and trapping on public lands more clearly for those unfamiliar with the State by consolidating information in one place.	Education & Information	Off-site Communication Community Convening	Having consolidated information about how/where to participate would help those unfamiliar with Vermont's public lands and their different uses. It takes a bit of doing to figure out where you can hunt and fish across all of the different public ownership categories, including state parks vs. Wildlife Management Areas etc.	There are a lot of fishing derbys happening around the state but they are promoted by individual clubs and communities and there's no central place to see them all.	Coordination between VT public land managing agencies to create centrally-available information on all public lands and promoting all of their allowed uses. Create a central place where all fishing derbys throughout the state can be shared.	Vermont Traditions Coalition
Create consistent maps for recreation on all state lands that can be printed (pdfs)	Education & Information	On-site Communication Off-site Communication Low Barrier Access	People need better information about state lands	Maps are old and lacking or online funding for well-designed maps of all state lands		Stewardship Foresters
Provide accurate and thorough information to the public about recreation on public lands including State land use rules that are enforced	Education & Information	On-site Communication Off-site Communication	Better statutory back up for wardens. Public inquiry can be directed to the best source of accurate information and rules.	Lack of information available easily and in the right places; lack of consistency; disagreement with the Agency	Funding for improving information and making it consistent; time to coordinate between agencies	Stewardship Foresters Conservation
Improve public's knowledge about uses of public lands.	Education & Information	On-site Communication Off-site Communication Inclusive Communication Stewardship Ethic Cross-sector	Different land bases have different rules and it's a challenge / opportunity to communicate what is allowed and what is not, as well as the differences between for example a Wildlife Management Area and a State Park	Challenge of balancing competing user needs in order to minimize user conflict	Defining guidelines for commercial activities, snowmobiling on ice, foraging and other uses - needs staff time and coordination to create policy, outreach materials	Fish and Wildlife Lands Team
Improve inclusiveness of gear shops for LGBTQ+ people	Education & Information	Equitable Access Inclusive Communication	Outdoor retailers can improve inclusiveness by being expressly welcoming (specific nights for LGBTQ+, signage). Outdoor industry can be more welcoming by manufacturing non-gendered clothing.	Gear shops can be unwelcoming because of "bro" culture as well as gendered clothing.	Education for gear store owners and employees, ways to push outdoor industry to more inclusive practices	LGBTQ+ Outdoor Business
Improve information about state lands - Make sure that communications from state lands are the primary source of information for users deciding where to go/what to do by enhancing online and at-site comprehensive use and facility information	Education & Information	Off-site Communication On-site Communication	ability to direct people to the right type of dispersed camping, communicating deed and other restrictions on state lands, knowing about posted land, clarifying what remote areas means, describing accessibility features, alerting users to potential trailhead capacity and access issues at popular areas. Trailheads are particularly important areas.	Need better relationship with outfitters in the state to help with where we direct people., There is sometimes a mismatch between marketing efforts about an area and the land manager's recommendations	Directed project funding for improving and standardizing state lands information so that users get accurate to properly plan	District Recreation Team

Create information that tells adaptive users what to expect when using a recreational trail or site through online platforms and better signage/wayfinding at recreation sites	Education & Information	On-site Communication Off-site Communication	Adaptive users - particularly those recreating independently - need to know what to expect at a site and the needed level of expertise/ability to access it; this needs to happen before heading to a trail and at the trailhead.	No consistency in the way information is shared. There's no central point of information and to find the specificity of information needed for adaptive users they might need to dig through social media posts or try and get a hold of a site manager for the information which can be challenging.	Leadership and funding for creating better information and more information trailheads and wayside signage.	Adaptive Recreation Cognitive / Development Disabilities
Provide more education about outdoor accessible trails and what it takes to plan, design and build a quality trail experience that is open to all	Education & Information	Technical Assistance Equitable Access Professionalization Sector innovation	Accessible trail projects at schools are a great opportunity to connect young people with trails, and provide access to playgrounds, outdoor classrooms, etc. Potential for re-branding what a maintenance project is upgrade/create a new accessible trail there instead.	Trail building can be very subjective, beyond guidelines for sustainable and/or accessible trails - need more firms that can help with all aspects of accessible trail planning, design and construction and can help communities understand the payoff for this large trail investment, and how to maintain it for years to come	Information for Vermont communities about what it takes to build an accessible trail here. Accessible trail installations nearby for communities or groups to see and understand what they're like. Experienced outdoor accessible trail builders who can do pre-planning on-site with communities and point them to resources for funding detailed design and budgeting.	Trail Builders
Raise awareness about where trails are going and where they aren't across the State	Education & Information	Data Marketing Off-site Communication	Encouraging trail organizations to share more information about where they aren't planning to put trails and why will help strengthen relationships with recreation organizations who focus on conservation and/or dispersed recreation.	Trail organizations promote where they are putting trails but they often don't talk about where they aren't putting trails and why. The lack of this information creates a perception that trails are being put all across Vermont's landscape with little consideration for conservation or awareness of the importance of wetlands, etc.	Strategies for promoting where trails aren't going on the landscape. Informational resources that describe what goes into the trail planning process and how trail organizations plan new recreational trails - why do trail organizations avoid places / don't pursue trails in particular areas.	Private Lands
Expand perception of what is outdoor recreation and who are recreationists	Education & Information	Inclusive Communication Equitable Access	People are interested in outdoor education, but don't always find spaces/information welcoming	Communication between people making decisions and people who are feeling excluded	capacity, time and funding	BIPOC
Improve current language used in state-level communication to be more inclusive	Education & Information	Low Barrier Access Equitable Access Inclusive Communication	People are interested in outdoor education, but don't always find spaces/information welcoming	Multiple places where less welcoming language is used	Time/capacity/expertise to assess all language	BIPOC

Create key messages about increasing trail closures and connection to climate change / climate resilience that can be used by municipalities.	Education & Information	Off-site Communication On-site Communication Sector innovation Stewardship Ethic Site Stewardship	With climate change, shortening winters and wet summers, municipalities are having to close their recreational resources more often throughout the year.	Municipalities don't have consistent messaging for communicating closures and educating recreational users about why trails are closed.	Consistent messaging about increasing trail closures, climate resilience, etc. Municipalities
Raise awareness of local selectboard members about the values of outdoor recreation.	Education & Information	Sector innovation Professionalization	Local selectboards are making critical funding decisions that impact a community's ability to move forward with investing in outdoor recreation infrastructure. If selectboard members don't value recreation those projects aren't prioritized, even if community members want the project.	Selectboard members don't always understand the benefits of outdoor recreation, whether they are related to Health & Wellness or the economic benefits to community members and businesses.	Informational materials about outdoor recreation benefits and Vermont's outdoor recreation economy. Municipalities
Help communities fund outdoor recreation projects by proving the value of recreation programs and facilities in their town.	Education & Information	Data Increased capacity	Municipalities are stretched thin with competing priorities. Explore revenue sharing and local tax options - opportunities for municipalities to raise their own revenue. It would be helpful to be able to show how outdoor recreation helps economies even in tiny towns that don't have commercial centers. Including messages about Health & Wellness benefits of outdoor recreation may strengthen outdoor recreation as a priority.	Need designated funding and the ability to raise money so towns can better support outdoor recreation (policy shift). Ex. Newbury started a non-profit for the Tucker Mountain Town Forest project but would like more support from Selectboard as it's a town park. Lack of awareness / knowledge of selectboard members about values of outdoor recreation.	Support from the RPCs/RDCs to the towns to assess/understand the value of outdoor recreation. Often volunteers will lead the way to showing the value of recreation opportunities and good stewardship of public spaces before they go to the Selectboard to ask for funding (they have to prove the value). Municipalities Health & Wellness
Plan for recreation infrastructure resilience that can withstand the impacts of climate change.	Education & Information	Site Stewardship Sector innovation	Use work on flood resilience to add sustainable access points to rivers. Town forests are great opportunities to show climate resilience across a spectrum of land uses. Build or rehab hiking trails and bike trails to be less eroded and damaged by more extreme weather events, and be able to be used during wet years.	Need more skills and skilled resources to create sustainable infrastructure. Need better communications, particularly about trail closures and other management decisions, which is getting more complicated due to climate change.	Resources and information to build more resilient outdoor recreation facilities Municipalities Outdoor Business

<p>Connect Agritourism stakeholders to existing outdoor recreation planning resources like the Education & Town Forest Recreation Planning Toolkit and add farm-specific information on best practices.</p>	<p>Technical Assistance Cross-sector Increased capacity Increased Access</p>	<p>Agritourism is a big reason people visit Vermont and farms are interested in providing more recreation experiences. What they lack is knowledge about recreation management and best practices for developing recreational infrastructure.</p> <p>Farmers and other agricultural stakeholders while interested in outdoor recreation don't know where to start or how to make the connection between outdoor recreation on their properties back to their business. An informational resource could give them some best practices for thinking about developing outdoor recreation experiences including where to look for funding or who to work with.</p>	<p>Funding, capacity to develop outdoor recreation informational materials specific to agritourism stakeholders.</p>	Agriculture
<p>Increase awareness of the significant water quality threats to lakes by supporting education/outreach for issues such as blue-green algae blooms and preventing the spread of invasive aquatic plants.</p>	<p>Education & Information</p> <p>Stewardship Ethic</p>	<p>Focus at Lake Bomoseen has been more social and now a lot of groups are focusing on the Lake's environmental health; people are understanding the need to take on that challenge. Lake Champlain Committee has good info on blue-green algae ID and weekly status on the Lake in the summer. But in places like Newport Harbor there's no clear avenue for information about where/when it's safe to swim - lack of communication.</p> <p>Concern that huge growth in boat recreation is in conflict with preservation of lake health. Water quality is a barrier to lake recreation - when it's hot and people most want to be in the water is when water quality is the worst, as soon as Lake Champlain's water hits 70 degrees you typically can't swim in it. Also need education about preventing pollution runoff. Because of education campaigns and volunteer monitors, people are more aware of not carrying aquatic species on their boats (they might not recognize that kids' floaties can be a source too), but there's a long ways to go with awareness.</p>	<p>A statewide system is needed to assist lakeside towns in how and when to communicate hazardous conditions specific to a water body and related to fishing, swimming and boating. This could be about blue-green algae, waste treatment discharges, or polluting flood waters. Data needs to be communicated to the public in a meaningful way that helps them understand the safety of the water. Organizations that conduct invasive aquatic plant species awareness and control need consistent funding.</p>	Lake-Based Recreation
<p>Offer climbing courses for young people.</p>	<p>Education & Information</p> <p>Stewardship Ethic</p> <p>Increased Access</p>	<p>Teaching climbing to young people fosters relationship to the natural world. This leads to a desire to protect places they love and the communities with deepest connection to the landscape, indigenous people.</p> <p>Many leaders in VT climbing community are aging out of their climbing days. Need to bring in younger leaders on to CRAG and similar orgs.</p>	<p>Funding and climbing instructors</p>	Climbing

<p>Increase CRAG VT's capacity to inform trail users and climbers of reliable, accessible climbing sites, as well as hazards and how to be good stewards by developing a Compendium of Climbing Areas in VT</p>	<p>Education & Information</p> <ul style="list-style-type: none"> Stewardship Ethic Site Stewardship Increased Access Technical Assistance Universal Access 	<p>A comprehensive spreadsheet of climbing sites exists and is organized based on land ownership and type of climbing, all are scored and ranked for priority and ease of access. This can be used to develop a professionally produced guide for climbers.</p>	<p>Climbing routes are vertical trails but funders do not equate trails with climbing. Many physical barriers for people with adaptive needs, while the interest in climbing in the disability community is growing.</p> <p>Funding and personnel to draft a climbing compendium. Physical infrastructure improvements: wide trails and flat belay surfaces. Permitting and design support.</p>
<p>Cultivate new hunters by offering "learn-to-hunt", wild game processing and cooking courses to segments of the population interested in local wild food.</p>	<p>Education & Information</p> <ul style="list-style-type: none"> Community Convening Increased Access 	<p>Interest in hunting recently spiked (during early pandemic) then dipped. What are hunters doing instead? Create connections between hunting and food and ways to utilize the whole animal. Partner with "Rural VT" featuring local farm raised food paired with wild food. Audobon supported by F&W educators could be a way to engage women in fishing. Non-profits do aid with affinity group hunter and angler training.</p>	<p>Scaling up events and programs will be challenging because there are few people qualified to lead hunting education or wild food classes and people skilled to create television media. Partnering with non-profits can be challenging. Can't discriminate in any way when running events, so no affinity group education. (Because of perceived favoritism?)</p> <p>Funding to pay for programs and media</p>
<p>Establish hunter education programs in schools, like National Archery program, with curriculum, provide all the gear to schools.</p>	<p>Education & Information</p> <ul style="list-style-type: none"> Low Barrier Access Increased Access Cross-sector Stewardship Ethic 	<p>People can find themselves in the outdoors!</p>	<p>Partnering with non-profits can be challenging. Non-profits do aid with affinity group hunter and angler training.</p> <p>National Wild Turkey Federation. Audobon Society</p>
<p>Help towns to actively request river recreation amenities by getting involved in FERC re-licensing</p>	<p>Education & Information</p> <ul style="list-style-type: none"> Management Tools Community Convening Increased Access 	<p>Every hydro-electric dam goes through re-licensing and must provide for recreation such as boat put-ins. Re-licensing only happens every few decades, groups like Connecticut River Conservancy doing a great job getting the word out. People on the Connecticut want more motor boat/trailer boat launches - it's one of the only rivers you can put in a motorboat.</p>	<p>Many towns still not aware of the opportunities presented by re-licensing or the process of requesting recreational amenities. Information is hard to find and is a barrier to participation. Need guidance on using the FERC re-licensing process to remove obstacles and improve infrastructure for boaters to safely and easily get around dams - improved signage, better take-out and put-ins, safer and sturdier portage paths, better estimates of time between take-outs</p> <p>More transparency about FERC re-licensing process and easier access to it for towns along the rivers. Support for the non-profits that are working to help towns take advantage of re-licensing process.</p>

<p>Enhance recreational river experience by creating better information (accurate and up-to-date) for users</p>	<p>Education & Information</p> <p>On-site Communication Off-site Communication</p>	<p>Lamoille River Paddlers Trail has a good model of information in one place. Vermont River Conservancy (VRC) has an interactive map but partners have info posted in different places. Need a clear place to find information about access, organizations and supporting sites (food, lodging, etc), how to engage in/support river recreation.</p>	<p>Hard to keep website information and interactive maps up to date. There's a lot of information that only locals know. Demystifying that information helps people feel more comfortable exploring and bringing their recreation dollars to small rural communities. "Information is really hard to find. If you know, you know - if you don't, you don't."</p>	<p>River-Based Recreation</p>
<p>Realize more economic gain from rural outdoor recreation resources by improving partnerships and promoting all the outdoor recreational opportunities to out of state tourists.</p>	<p>Education & Information</p> <p>Marketing Cross-sector Tourism</p>	<p>Outdoor rec is a major economic driver that brings people to low income and rural areas. It's still seen as only "play" and not the economic driver it is.</p>	<p>More collaboration needed between recreational development, tourism/marketing, and environmental protection departments/groups -Northwoods Stewardship Center and Catamount Trail Association are exemplary programs.</p>	<p>There is already a fair bit of promotion but a centralized effort to highlight different types of trail networks and how to access them would be a huge benefit - particularly to out-of-staters.</p>
<p>Provide more public education and communication about conservation, why it's important and how communities can plan for it.</p>	<p>Education & Information</p> <p>Conservation Community Convening Technical Assistance</p>	<p>Communities need good models of conservation planning/best practices to draw from. Need more shared knowledge of what communities want and how to prioritize. Want engaged communities that are in the driver's seat for identifying priority conservaton projects.</p>	<p>One of the statewide goals is to strengthen the economic benefits of outdoor recreation, but not every community sees economic activity as something they want or a benefit.</p> <p>Sometimes there's a mismatch between what a community wants from a conservation project and what a donor wants to see. Communities may want rec. opportunities but donors want climate resilience and water quality.</p>	<p>Technical assistance through RPCs and elsewhere to communities for conservation planning/visioning. Consolidated information about conservation projects.</p>

<p>Provide better information to veterans about outdoor recreation spaces that have less traffic and/or are accessible to people with mobility challenges.</p>	<p>Education & Information</p>	<p>Low Barrier Access Increased Access</p>	<p>There are 40,000 veterans in VT (1/8th of VT's population). Recreation provides an opportunity for Veterans to reconnect to themselves and re-integrate into the broader community.</p> <p>There are programs but having easier access to the information about activities would help with engagement. Need clear information to schedule events during times that aren't popular or busy/at locations that aren't highly trafficked.</p>	<p>Leadership for information clearinghouse. Partnerships to create broader outreach. Veteran Services Officers (VSOs) receiving information about outdoor recreation opportunities. Having State Outdoor Recreation veteran reps. Vet representative in each county to direct people to available and affordable resources. More social media could help with timely information.</p>
<p>Educate health care providers about outdoor recreation opportunities by utilizing the network of health care providers and trainings</p>	<p>Education & Information</p>	<p>Cross-sector Increased capacity</p>	<p>Trainings, gatherings for health care professionals and community health teams are opportunities for expanding information on all kinds of outdoor rec. Dept of Health has had a lot of success working with Regional Planning Commissions on how health connects to community planning and getting the word out about how community infrastructure and community health should be part of planning together. Community Health Teams exist around the state and also provide education.</p> <p>The health care profession and community recreation planning are often working in separate spheres even though they're completely connected.</p>	<p>Opportunity for collaboration. Funding sources that support health/community recreation combined projects.</p>

<p>Market the recreation vision for the State, highlighting its many benefits and how important it is to invest in</p>	<p>Education & Information</p> <p>Marketing Data Tourism</p> <p>Use media to get landowners/partners excited and tell the story of VT's recreation vision and the easy access to recreation out your back door - Ride with Gratitude example. New VTGC website great for messaging rec benefits. Partner with/outreach to realtor associations to encourage messaging about outdoor rec to new landowners for ex) Vermont Short-Term Rental Assoc. - they want to show that they benefit communities. Also connect with groups that represent landowners such as VT Woodlands Association.</p>	<p>Where is the clear link between the economic benefit from recreation and the organizations doing the work? The public doesn't understand that trails don't "just happen", it takes a lot of planning, money, work and management - much of it volunteer. More partnerships between trails organizations and other groups could benefit both - for ex) trail work combines with invasive plant removal.</p> <p>Need updated economic impacts stats for recreation in the State. Look at what other cities and states have done to fund recreation in many ways. Find ways for recreation to be recognized as essential investment, so that supporting pieces like sustained funding and approvals are seen as a priority.</p> <p>VT Trails & Greenways Council</p>
<p>Develop communication tools that target youth and young professionals and illustrate career pathways and ways they can engage in employment opportunities.</p>	<p>Education & Information</p> <p>Marketing</p> <p>Defining career pathways and communicating those opportunities to youth and young professionals in Vermont could incentivize more young people to stay in the state.</p>	<p>Need to clearly define career pathways, what skills are important to have, educational needs, types of businesses to work with.</p> <p>Resources that clearly define career pathways that exist in outdoor industry in Vermont. Funding to create those resources. Leader to create communication materials.</p> <p>Outdoor Business Workforce Development & Career Pathways</p>
<p>Redefine outdoor recreation to include a broader range of activities through communication tools, marketing and imagery.</p>	<p>Education & Information</p> <p>Marketing Cross-sector Inclusive Communication</p> <p>Vermonters participate in recreational activities that don't cleanly fall into the buckets that we think about them at the management level. For example people who hunt and fish also mountain bike and ski. We can do a better job at representing the intersection of recreational activities. Many people also don't see themselves as part of the outdoor recreation community because they imagine it's meant for people who participate in extreme sports, but recreation is also about birding and/or walking out your front door and going on a walk in the woods or down the road.</p>	<p>Partnerships across organizations and state-level agencies, especially on the development of communication tools. Imagery and communication that represents cross-activity participation (e.g. recreation muts) and/or "soft" recreation activities like walking or birding.</p> <p>Cross-organization and cross-agency coordination. Resources that better demonstrate the breadth of outdoor recreation participation.</p> <p>Outdoor Business F&W Education and Outreach Health & Wellness</p>
<p>Help Regional Planning Commissions (RPCs) support communities in completing outdoor recreation projects by centralizing information about funding opportunities.</p>	<p>Funding</p> <p>Technical Assistance Professionalization Increased capacity</p> <p>Recreation is also part of broader issues - health equity, flood planning, water source protection, climate change - these resources could be funding sources for projects.</p>	<p>Funding that has to be tied to active recreation/alternative transportation is limiting for many projects.</p> <p>A long-term funding source for recreation so communities and RPCs can plan and allocate capacity to that work, regular convenings around recreation regionally.</p> <p>Regional Planning Commissions Outdoor Business</p>

Enhance the State's ability to accomplish its crucial priorities by increasing funding and staff	Funding	Professionalization Increased capacity	Increased capacity and ability to play important partnership role not enough time to focus	Funding	Stewardship Foresters
Transition to proactive rather than reactive management so challenging long-term management issues can be fully addressed	Funding	Increased capacity	There needs to be point persons for on-going recreation "pinch points" such as parking/trailheads, coordination with state land abutters, accessibility and information/education	Additional staff capacity is needed to match increased recreation on state lands; capacity-strapped municipalities call on the state for technical expertise and support	Staff capacity District Recreation Team
Increase capacity for FPR to provide technical resources and support to towns for recreation	Funding	Professionalization Increased capacity Technical Assistance	Surge in recreation funding for towns has meant there is a lot of interest in recreation development, but not a lot of knowledge in recreation management	State lands staff don't have capacity to also help municipalities, but would like to	Staff capacity District Recreation Team
Increase the ability of the State to manage climate changes by modifying trails (particularly legacy trails) to be more resilient	Funding	Site Stewardship Sector innovation	Align VOREC grants with climate change resilience; make sure grantees are building sustainable facilities that they have the capacity to manage in the future (won't be constantly flooded, etc)	Clear guidance on adjusting trail and rec facility investments to the new realities of more frequent flooding and flashy storms	Outreach to available models other states have used; guidance to share with all state grant applicants, funding for upgrading trails District Recreation Team Outdoor Business
Provide expertise and assistance to towns for town forest planning by supporting County Forester staffing and making grants available for ecological studies and recreation planning.	Funding	Technical Assistance Professionalization Increased capacity	Having experts who can create and review management plans, including recreation and forestry activity combats misinformation that strikes an emotional chord that isn't science-based. There are programs that exist to help volunteer groups, like the UVM Field Naturalist Program or Antioch Field Naturalist Program in NH in addition to County Foresters. Organizations like the Upper Valley Trails Alliance, VAST, Fellowship of the Wheel, etc. can also help provide expertise in siting recreational trails. Developing a management plan is also a great educational opportunity to get volunteers, who could become citizen scientists, out on public walks, learning about habitats and wildlife, and understanding how tree harvesting works.	Some counties don't have a county forester. The county foresters that are available are often spread too thin to adequately support a volunteer committee. Committees can't defend plans for access points, trail routes or management like logging if they have no assessment of where activities should or shouldn't go on a parcel (beyond the obvious like wetlands).	Technical expertise in ecological assessment, forest management and recreation planning. Support to complete Town Forests public outreach and involvement in town forest planning process.
Ensure State Park facilities are well-managed by improving employee housing	Funding	Increased capacity Site Stewardship	State Parks are very popular, more people using every year	Housing is very difficult for seasonal employees, there isn't enough state parks-owned employee housing	Funding for improving employee housing Vermont State Parks (Regional Managers)

Improve ability to secure and use Land and Water Conservation Funds for State Park projects	Funding	Increased capacity Professionalization	There could be more and better communication between planning and implementation staff. There exists some capacity to train staff on LWCF funding - how it works, the rules for compliance, etc.	Implementation timeline is very difficult because of the seasons and the compliance hoops needed to jump through. The required match is sometimes an insurmountable barrier.	Funding	Vermont State Parks (Regional Managers)
Invest in existing BIPOC organizations	Funding	Site Stewardship Community Convening Inclusive Communication	More people of color are coming to Vermont, whether because of pandemic or climate or just because they are attracted to VT, demographics are changing. Support existing organizations such as Unlikely Riders, Vermont ReLeaf Collective, Joy Riders and Color the Valley. The State should invest in BIPOC-led organizations rather than in DEI work in other organizations. BIPOC should be directly involved in stewardship of natural resources.	Opportunity to invest in BIPOC who are already here by following their lead on how they actually want to interact with the outdoors for example, broader emphasis need for access and stewardship by BIPOC, they know how to create the spaces they are looking for, Unlikely Riders, VT Relief Collective, not guessing what people want, but actually listening to what they want. There are wider societal issues, need to address those barriers first - VT agencies have language that needs improvement to be more inclusive	New investment - not creating things that already exist. When you're giving resources to existing organizations you are giving resources to seed ideas as well. Connecting existing organizations to funding sources and vice versa.	BIPOC
Fund conservation projects that are emergent processes rather than processes that have defined deliverables.	Funding	Conservation Increased capacity	Building relationships with communities and between organizations takes time but is important to bringing more and better quality conservation projects to life. Trail contractors are also booked up and very busy, they often can't accommodate tight timelines or the timelines of grant funding.	There's a gap in knowledge by funders in understanding about timeline, and how long conservation projects take.	funding sources that will support the time it takes to do relationship building	Conservation
Fund afterschool and youth programs that encourage kids to make outdoor recreation apart of their everyday lives.	Funding	Low Barrier Access Equitable Access Increased Access	Only 25% of VT's youth are physically active every day, there's a great opportunity to get them more active and involved and think of outdoor rec as part of everyday life. After-school programs encourage lifetime sports rather than just team sports. Physical activity is beneficial to every chronic condition, being outdoors adds even more because of the mental health benefits.	There's not enough encouragement for youth / Vermonters to just get outside. Even knowing that just going outside makes a difference.	More afterschool and youth programs that provide an opportunity for youth to be outside together, not necessarily as part of a team or high impact outdoor activity.	Health & Wellness

<p>Support consistent and sustainable funding that provides for all aspects of recreation infrastructure - detailed planning/budgeting, ecological assessments, permitting, construction (including trailheads/parking) and management/maintenance</p>	<p>Funding Technical Assistance Professionalization Community Convening</p>	<p>Support the planning process through technical assistance and grants (including help with grant-writing). Frame Best Management Practices (BMPs) and VT Trail System as a way to explain that "maintenance" isn't just that, it's bringing existing trails up to better, more sustainable standards and is as important to fund as new trail construction.</p>	<p>Funding opportunities could be more centralized/one-stop shopping. Funding applications should be more accessible/make them less overwhelming so that communities with fewer resources can apply.</p>	<p>Collaboration to update and make improvements to current funding sources for more types of projects and more accessible grants.</p>
<p>Provide predictable and sustainable funding for communities, organizations and businesses to invest in outdoor recreation and community development and technical assistance so applicants have support, guidance, resources and cheerleading to support their work.</p>	<p>Funding Professionalization Technical Assistance</p>	<p>Programs like the VOREC Community Grant Program and Better Places Grant Program exist to support community projects but funding for these programs does not come from a predictable funding source which makes it difficult for communities to plan ahead.</p>	<p>Predictable source of funding for grant programs, staff capacity for technical assistance to communities.</p>	<p>More than one-time funding that allows for staff capacity to provide technical assistance to grant applicants.</p>
<p>Provide grants and financing for innovation and to grow new, small businesses.</p>	<p>Funding Increased Access Professionalization Sector innovation Increased capacity</p>	<p>Vermont has many small makers and entrepreneurs working in outdoor industry. The state can incentive more of these small businesses and help them professionalize their business in the State by providing them with resources that help them develop and strengthen their business by expanding scholarships and grants for education, training, professional development and careers. Grants to support product launch and innovation. Mini-grants for façade or other business building improvements.</p>	<p>Outdoor industry lacks access to sufficient grants and financing to grow new small businesses.</p>	<p>expansion of existing and new funding sources for outdoor industry.</p>

<p>Invest in work that allows Vermont's outdoor industry to be adaptive to a changing climate.</p>	<p>Funding</p> <p>Sector innovation Technical Assistance</p>	<p>Climate change is making increasingly unpredictable recreation seasons, both winter and summer (more water, less winter, more heat). Outdoor industry is facing the impacts of this unpredictability and needs to find ways to adjust how they operate to continue to be successful. One example includes the ski industry who is one of the biggest marketers and drivers of visitation in the state. To continue to support Vermont's economy they will need to develop new models and ways of working. Invest in year-round resorts of all sizes.</p> <p>Vermont tourism is very winter focused and needs to expand.</p>	<p>Career pathways, workforce projects, and staff focused on climate adaptation and climate resilient strategies. Long-term recovery groups to help people following climate events. Vermont Department of Labor (VDOL) Apprenticeship funding.</p> <p>Outdoor Business Workforce Development & Career Pathways</p>
<p>Make connections between Vermont outdoor businesses and industry audiences outside of the state.</p>	<p>Funding</p> <p>Marketing</p>	<p>Connecting Vermont's small makers with audiences outside the state can raise awareness about the Vermont brand and help Vermont businesses grow and stay in Vermont.</p>	<p>additional support for businesses to attend trade shows.</p> <p>Funding to attend and booth development, staff capacity</p> <p>Outdoor Business Workforce Development & Career Pathways</p>
<p>Expand scholarships and grants for education, training, professional development and careers in Vermont's outdoor industry</p>	<p>Funding</p> <p>Increased Access Professionalization Increased capacity</p>	<p>Vermont can encourage a stronger outdoor workforce by investing in opportunities and programs that provide people with scholarships and educational grants.</p>	<p>Limited funding for scholarships and grants for outdoor workforce.</p> <p>Funding for scholarships and grants for education, training and professional development</p> <p>Outdoor Business Workforce Development & Career Pathways</p>
<p>Make recreation opportunities for seniors easier to get to in communities with more urban infrastructure, where it can be harder to go for a walk outside your front door, by investing in opportunities for public transportation to senior programs.</p>	<p>Infrastructure</p> <p>Transportation Low Barrier Access Increased Access</p>	<p>Strengthen programs that have developed public transportation connections. For example, Burlington has SSTA that provides service for folks that have a disability or restrictions - can take you to a doctor's appt, etc.; Burlington has a state grant that covers part of that cost</p>	<p>Many seniors don't have vehicles and need good public transportation or a pick-up/drop-off option to participate in programs. Barriers can be about your physical ability and feeling of safe in the outdoors.</p> <p>Policies that support safe and reliable public transportation in rural communities and connecting sites that the senior communities wants to access easily. Funding to include transportation cost support for senior programs and facilities, such as AARP's Community Challenge grants.</p> <p>Seniors</p>

<p>Enhance or adjust recreation sites for easier use for seniors by including accessible facilities, improving online information, improving signage and adding new recreation opportunities.</p>	<p>Universal Access On-site Communication Off-site Communication</p>	<p>Vermont has many good examples to follow now such as new pickleball courts, rail-trails, a zero-entry access option at Burlington's Community Sailing Center, improved accessibility at Oakledge Beach, expanded sidewalk and recreation path networks.</p>	<p>There is a lack of knowledge about accessibility for outdoor recreation spaces, and how it should be included when spaces are built or changed. There is very uneven information available about recreation resources for seniors or those wanting accessible recreation facilities.</p>	<p>More training in accessible outdoor facilities and trails, and more contractors to do the work (VT has some great ones but need more!); Funding opportunities that specifically address seniors and accessible places.</p>	<p>Seniors Veterans Outdoor Business</p>
<p>Work with towns to reduce roadside parking by creating better/safer/planned access to water bodies</p>	<p>Universal Access Increased Access Site Stewardship</p>	<p>A lot of interest in water-based recreation, good management reduces erosion into water bodies from numerous access paths</p>	<p>a recognized issue but need coordinated effort</p>	<p>Staff time to focus on building relationships and creating joint solutions with community partners; funding to enhance or create new access infrastructure</p>	<p>Stewardship Foresters</p>
<p>Create more opportunities by enhancing accessibility, developing more winter access and water access on state lands</p>	<p>Universal Access Increased Access</p>	<p>People are interested in accessible/easy trails, winter access and water access</p>	<p>staff do not have time or capacity to consider new requests</p>	<p>staff capacity for recreation management</p>	<p>Stewardship Foresters</p>
<p>Enhance support for popular water activities of boating, paddling and swimming by improving water access points and adding facilities such as toilets and accessible launches</p>	<p>Site Stewardship Increased Access</p>	<p>Boating is very popular; need to think about the full experience from put-in to take out (especially on rivers) and partner with towns/adjoining landowners. Creating parking/launch areas is very expensive - opportunity to partner with others to pursue funding.</p>	<p>Funding for maintenance and improvements</p>	<p>Funding for water access projects (which tend to be expensive)</p>	<p>Fish and Wildlife Lands Team</p>
<p>Create explicitly welcoming outdoor spaces</p>	<p>On-site Communication Off-site Communication Inclusive Communication Stewardship Ethic</p>	<p>LGBTQ+ people have identified that specific statements of welcome help them feel more comfortable outdoors</p>	<p>People sometimes don't want to go alone into the outdoors and need explicit statement of welcome in online information, event information and in on-site signage. Most outdoor signage doesn't include specific welcome statements.</p>	<p>Best practices for signs of welcome, more signs of welcome at trailheads and outdoor spaces</p>	<p>LGBTQ+ Outdoor Business</p>
<p>Support the purchase and development of Camp Sunrise as a LGBTQ+ friendly camp for youth and center for multi-pronged programs</p>	<p>Equitable Access Community Convening Low Barrier Access</p>	<p>Transform the existing camp facility into a safe and inclusive place for LGBTQ+ teens and others to explore nature and build skills for being outdoors</p>	<p>Funding, long-term management and sustainability</p>	<p>Funding for development of the camp and long-term management/stewardship</p>	<p>LGBTQ+</p>

Create opportunities that allow adaptive users to go further and spend more time recreating - longer adaptive paths or combining existing adaptive-friendly paths, including loops rather than out-and-backs.	Infrastructure	Universal Access	Vermont is drawing new residents because of investments in adaptive recreation. These adaptive recreation participants are looking for opportunities to get outside and recreate longer and further.	Longer adaptive trails and/or loops are hard to find, including longer paved paths for cycling.	Accessible trails need to be prioritized in planning trails and trail systems. Funding to hire experienced accessible trail builders is needed.	Adaptive Recreation Veterans
Invest in more ADA accessible infrastructure including trailhead infrastructure (e.g. more adaptive parking spaces in parking lots, ADA accessible bathroom stalls) but also adaptive lifts for skiing and mountain biking	Infrastructure	Universal Access	Paved and gravel paths can both work for adaptive users. The whole experience needs to work for an adaptive user, particularly the parking lot and the access from the parking lot to the trailhead.	Few recreation sites have places where it is easy to transfer from regular to adaptive equipment (for example at Sugarbush you can load up into a sit ski inside, but it is the only ski area with that capacity)	Recreation planners and trail managers need to be aware of the infrastructure / participation needs for an adaptive user - information, access, parking, etc.	Adaptive Recreation Veterans
Continue to increase accessibility for users at State Parks	Infrastructure	Universal Access	All types of accessible boat accesses are desired, moby mats and beach wheelchairs are very popular, day use opportunities are important, ADA sites at campgrounds are not the most popular but are being utilized	do more accessibility improvements beyond beaches, restrooms and campgrounds	Funding and staff capacity - money gets allotted to do projects, but we don't always have the capacity to take care of them	Vermont State Parks (Regional Managers) Veterans
Increase remote camping opportunities through State Parks	Infrastructure	Increased Access	Remote camping and island camping sites are very popular (expanded interest during COVID didn't stop).	Capacity and funding	Capacity for planning and identifying areas for development	Vermont State Parks (Regional Managers)
Enhance existing State Park facilities by providing consistent funding for maintenance and improvement projects	Infrastructure	Site Stewardship	playground program to update or install new playgrounds. Shelters and picnic areas are very popular but expensive. Special interest groups and others are desiring expanded variety - pickleball, disc golf, mountain biking. "Boat to remote" - get boat with site. Adding hook-ups to sites and EV stations is big.	Funding is huge - having it or not having it means everything for doing or deferring priorities, hiring permanent and seasonal staff, making progress on the opportunities list. There's a high demand on resources and all the best campsites are booked out a year in advance. Organized groups don't have the budget to use parks as part of their programs.	Capitol funding to support more staff, site improvements, housing - compliance and pre-work for on-the-ground projects costs a lot of money	Vermont State Parks (Regional Managers)

<p>Extend the benefits of quality trail construction beyond the established "hubs" (Chittenden County, Montpelier/Waterbury/Stowe, Mad River Valley, etc) by funding projects in underserved communities with projects at schools, town forests, villages, etc.</p>	<p>Infrastructure Equitable Access</p>	<p>There is an opportunity to address the disparity of access to quality recreation across the state by investing in more diverse trail experiences and community-based trails in communities where there are fewer recreation facilities. Boost to communities that have networks that are diverse and built for a variety of experience (example:Dover) - another way to make VT more attractive for people to stay.</p>	<p>Kid-friendly trails, accessible trails and easier access trails are needed that are close to schools, villages and other community trail networks. Trail building grants often go to the usual suspects because they know how to write grants and/or have staff to help - a lot involved to pull together a grant for state funding.</p>	<p>Communities need assistance in accessing trail planning and building resources, and inventorying and assessing potential projects - this is a role trail builders could take on. Hard to champion a quality community trail if there aren't nearby successful examples.</p> <p>Inequity of trail planning and building expertise throughout the state. Need more firms experienced in outdoor unpaved accessible trails.</p> <p>Trail Builders Private Landowners Veterans</p>
<p>Invest in multi-use trails on private property.</p>	<p>Infrastructure Technical Assistance Increased Access</p>	<p>Private property owners are interested in developing trails that have multiple uses like hiking and mountain biking.</p>	<p>There is not a lot of guidance out there to help private property owners understand how something like mountain biking can be compatible with other activities.</p>	<p>More information on strategies for planning and building multi use trails that can be made available to private property owners.</p> <p>Funding for developing multi-use trails on private property.</p> <p>Private Landowners Conservation</p>
<p>Increase land conservation opportunities for small to mid-size property landowners (20-100 acres)</p>	<p>Infrastructure Conservation Increased capacity</p>	<p>Conservation easement funding (VHCB, etc) usually goes to large properties and often to active agriculture. Other organizations like The Nature Conservancy concentrate on land with ecological significance. Many owners of smaller parcels (less than 100 acres) want to conserve their land but need to be paid for the value of their easement (not just donate it), and there is much less funding for that, or for forest land. Parcel sizes will continue to get smaller and there needs to be funding to conserve these smaller parcels as well - they'll provide the pallate for future recreation opportunities.</p>	<p>Mid-size landowners (20-100 acres) and forest landowners have fewer land conservation options beyond donating easements.</p>	<p>Conversations with land trusts, state and private land conservation funders and private landowners to explore the options.</p> <p>Private Lands</p>

<p>Create a central resource of available grant programs including details about who is eligible and what they fund to help communities create and maintain valuable programs.</p>	<p>Infrastructure Technical Assistance</p>	<p>Having a central place for organizations to go and find information about grant programs would reduce the time required to research grant programs and would streamline the process of applying for grants. The vision is to not have to worry about funding and focus more on the quality experience of participants.</p> <p>Organizations that are successful in receiving a grant are more likely to be successful when applying to other grant programs, so it's worth investing in resources that help organizations to be successful.</p> <p>If an organization knows it needs to raise a lot of money for operations annually, it's not worth the time of their staff to apply to small grant programs and having a central place would help them find the programs that meet their needs.</p>	<p>There's no "one stop shop" for finding information about grants and many of the people looking for information are volunteers who don't have a lot of time / capacity to spend sifting through potential funding sources and writing grants. Competing for grants is particularly challenging for small, rural communities because of the small numbers of kids (even if the participation is a big percentage of the school or community). Some towns pair with other towns (for example Rochester and Randolph) to meet requirements but can miss out on grant opportunities.</p> <p>Research and assembling potential funding sources, especially in rural areas.</p> <p>Kids and Outdoor Recreation, Health & Wellness</p>
<p>Explore the idea of a community outdoor center for BIPOC and aligned organizations, centered with their community in mind and stewarded by BIPOC</p>	<p>Infrastructure Community Convening Equitable Access Sector innovation</p>	<p>There are lots of BIPOC initiatives, a structure/land could come with that and host events, trainings in things such as sustainable trail building</p>	<p>Need a place to get information, share experiences and opportunities, offer an environment that is safe and empowering. Each individual's experience doesn't represent the whole but coming together helps everyone understand barriers to outdoor recreation better</p> <p>Planning, partnerships, funding</p> <p>BIPOC</p>
<p>Invest in more outdoor places to stay overnight, like state parks and campgrounds.</p>	<p>Infrastructure Increased capacity Tourism</p>	<p>Municipalities who are investing in outdoor recreation infrastructure may not have good or affordable places to stay overnight.</p> <p>Hotels and/or short term rentals near small municipalities with outdoor recreation infrastructure.</p>	<p>Programs to support new campgrounds or land acquisition to create more spaces for camping. Funding to develop new campgrounds.</p> <p>Municipalities Outdoor Business</p>

Create indoor recreation spaces that are public and accommodate bad weather, offering more types of recreation year-round	Infrastructure	Increased capacity	<p>Indoor recreation could support skill development that encourages outdoor rec involvement. Indoor bike parks, climbing walls, pump tracks, etc can be "training grounds". Opportunity to be creative and not think of winter as just winter - keep pickleball courts open all winter (inside or out) for example. Facilities can also be both outdoor and indoor, for example a roof over an ice rink that then fulfills other rec roles in the non-winter season</p> <p>Communities who have these facilities could share how they accomplished planning, building and managing them.</p>	Big investment needed for these indoor facilities. Ongoing funding/staffing to manage and maintain them.	Municipalities Commerce & Community Development
Increase public access areas to water	Infrastructure	Increased Access Increased capacity Management Tools	<p>Demand is high. People want access to water and it needs to be equitable and accessible from communities</p> <p>With more and more houses built along lake shores opportunities are being missed for securing access for the public. LWCF could help with acquisition of access areas.</p>	Review of legitimate and informal access points on lakes and ID opportunities for new and/or improved lake access. Good potential for State/Town partnerships. ID funding sources for these kinds of project.	Lake-Based Recreation
Improve existing public access to lakes with sufficient parking, restrooms, accessibility, etc.	Infrastructure	Universal Access Increased Access Site Stewardship	<p>People really love visiting lakes. However, many access points are too small or lack well-designed access and amenities or are not ADA accessible. Fish & Wildlife is working at access points to make them more accessible.</p> <p>People park on the side of the roads and access lakes through informal trails or a right-of-way which creates social trails and erosion - sensitive areas can get mobbed on busy weekends. Some potential access points could be improved just by adding restrooms. Others need water and electricity in order to host robust Aquatic Invasive Species Greeter programs.</p>	Funding specific to water quality improvements at access points. Assess access points on lakes and ID opportunities for new and/or improved lake access. Good potential for State/Town partnerships.	Lake-Based Recreation
Support affordable transportation programs for semi-independent Vermonters with Cognitive / Development disabilities to reach places with outdoor recreation amenities for them to use.	Infrastructure	Transportation Low Barrier Access Equitable Access	<p>Organizations like VT Adaptive provide all the gear including seizure harnesses (for chair lifts) and similar devices to keep athletes safe but it can be hard for people to reach their facilities because they are in more rural places.</p> <p>If a caregiver isn't interested in outdoor recreation they may not transport people under their care to an outdoor recreation program.</p>	Affordable transportation programs. Funding to specifically cover travel costs to more remote locations.	Cognitive / Development Disabilities

Increase resources to support the deaf, blind, and veterans communities by having reliable access to ASL interpreters, tools for blind participants (e.g USFS braille trail signs, and relationship with the VA).	Infrastructure	Equitable Access Low Barrier Access	Establish Weekend Groups in connections with rehab hospitals and VA Blind. Tie in with existing veterans support groups.	Challenges with funding ASL translators for def participants.	ASL training or interp for staff working with deaf and hard of hearing community, as well as support for the blind community.	Cognitive / Development Disabilities
Improve or expand parking and access trails at known climbing locations.	Infrastructure	Increased capacity Increased Access Site Stewardship	Funding available to purchase new priority for climbing but very little available to fund parking associated with new sites.	Parking is insufficient. Carpooling has diminished since COVID increasing demand on parking. Neighbors complaining about parking on road sides and climbers climbing.	More parking infrastructure	Climbing
Improve year-round climbing by piloting "farmed ice" climbing location	Infrastructure	Increased Access Sector innovation	Economic opportunity in supporting ice climbing by having "farmed ice park"	Climate change and warm spells in winter could be a challenge.	Interested investors	Climbing
Build better infrastructure (parking, access trails, etc) for popular swimming holes	Infrastructure	Low Barrier Access Increased capacity	Explore ways to balance a big influx of people with the reality of infrastructure and challenge of safety as well as protecting ecological resources - limit visitor numbers, improve parking and access trails...VRC acquired Bolton Potholes and looking for a successful approach and resources to support that.	Huge management challenge - parking is limited, access is difficult, lots of people	Model approaches, planning, funding	River-Based Recreation
Create more sustainable river access points and campsites that can survive the challenges of climate change weather events and increased flooding	Infrastructure	Site Stewardship Increased Access	Trying to invest in resilient designs and more resilient materials. Basically two approaches: you can heavily invest in something that's resilient enough or do something cheaper that is easily fixed every year Northern Forest Canoe Trail or two - the site can determine what makes sense (spend more money in sites that are less likely to be impacted). Trying to identify really good design and planning opportunities in the face of climate change and where you're investing in infrastructure - plus reserved plenty of space for the river to flood and move (as they do).	(NFCT) portages were heavily impacted by 2023 floods - conundrum for river access sites, how to make them more resilient so they can withstand flooding?	Funding - larger, more resilient infrastructure costs a lot more, accessible sites cost more. Partnerships between public lands, non-profit stewards, private landowners, municipalities are effective. For ex, Town of Johnson and Vermont River Conservancy (VRC) partnership - Town recognized Upper Lamoille as important rec and economic asset, Conservation Commission got protection of an identified ecological resource.	River-Based Recreation

<p>Develop safe and healthy walking and bike paths close to town centers, homes, schools and parks that will link those resources without needing a car</p>	<p>Infrastructure</p> <ul style="list-style-type: none"> Low Barrier Access Increased Access Sector innovation Transportation 	<p>Availability of nearby trails and natural areas is key. Doesn't have to be planned events or specific activities - just places to walk, be with friends, be peaceful. Protection from major roadways. Clear and proven benefit for physical and mental wellbeing from being able to get outdoors.</p>	<p>Not as many outdoor recreation options for people with limited financial or physical means to access the outdoors. Need to increase landowner incentives for allowing or promoting outdoor recreation on private lands. Also need updated permitting processes that are specific to recreation and allow for some exemptions (as in logging and farming) when there is significant economic impact.</p>	<p>Funding, bigger/bolder initiatives and creative thinking for the creation of recreational hubs, permitting process custom fit for recreation/trail creation.</p>	<p>Low-Income / Rural Conservation Municipalities</p>
<p>Create more universally accessible trail options by increasing funding for designing and building these high-investment trails.</p>	<p>Infrastructure</p> <ul style="list-style-type: none"> Universal Access Increased Access Low Barrier Access 	<p>Many towns and trail groups want to implement accessible trails but the cost can be prohibitive, on top of maintaining their existing trail networks.</p>	<p>There are few accessible trails in rural areas that are close-to-home for many people and don't require transportation to get to.</p>	<p>Funding for all-persons trails that serve a wide variety of users and link homes to businesses and parks.</p>	<p>Low-Income / Rural Veterans</p>
<p>Boost and further define workforce / career pathway for lawyers and surveyors with conservation-specific expertise</p>	<p>Infrastructure</p> <ul style="list-style-type: none"> Increased capacity 	<p>Surveyors and lawyers play an important role in the process to conserve land to complete fee / easement acquisitions.</p>	<p>there's no community college / certificate program for surveyors in the entire state of VT. People interested in these professions have to go outside the state.</p>	<p>Community college / tech school programs that train lawyers and surveyors in conservation-specific expertise.</p>	<p>Conservation Outdoor Business</p>
<p>More accessible boardwalks and trailheads for Veterans with mobility challenges to access a broader variety of outdoor recreation resources and experiences.</p>	<p>Infrastructure</p> <ul style="list-style-type: none"> Universal Access Equitable Access Increased Access 	<p>There are 40,000 veterans in VT (1/8th of VT's population). Recreation provides an opportunity for Veterans to reconnect to themselves and re-integrate into the broader community.</p>	<p>Depending on the war Veterans fought in they may experience a wide variety of mobility challenges and disabilities. Investments in accessible boardwalks and accessible trailheads help make outdoor spaces more accessible to Veterans with disabilities.</p>	<p>Investments in accessible outdoor recreation infrastructure.</p>	<p>Veterans</p>
<p>Create more opportunities for public transportation to recreation destinations.</p>	<p>Infrastructure</p> <ul style="list-style-type: none"> Transportation Low Barrier Access 	<p>A big barrier for Vermonters is reaching recreation destinations if it's not walkable from their neighborhood and/or finding parking, particularly ADA. There is an opportunity to expand or look for opportunities to create new programs like the Green Mountain Express in Bennington.</p>	<p>Public transportation options that provide transportation to recreation destinations.</p>	<p>Investments in more transportation options for reaching recreation destinations.</p>	<p>Health & Wellness</p>

<p>Make recreational assets more understandable and findable to new users and visitors through better wayfinding, signage, and connected trail systems</p>	<p>Infrastructure</p> <ul style="list-style-type: none"> Off-site Communication Equitable Access On-site Communication Tourism 	<p>Create more inclusive and welcoming outdoor recreation spaces. Providing users with an understanding of the recreational asset and what to expect will allow new users, people with limited mobility and/or a disability to make informed choices about their participation.</p>	<p>No consistency in how information is shared at trailheads or at other types of recreational sites.</p>	<p>More examples of what types of information to share and formats that have worked well for users. Funding to allow communities to develop better signage. Staff capacity to plan and create better wayfinding and signage.</p>	<p>Commerce & Community Development</p>
<p>Invest in low barrier to entry recreation programming for kids, especially in summer.</p>	<p>Infrastructure</p> <ul style="list-style-type: none"> Low Barrier Access Professionalization Technical Assistance Increased capacity 	<p>Many parents are sending their kids to overnight and day camps in the summer. Camps are set-up to teach kids new skills and could be good places to introduce them to new outdoor recreation experiences.</p>	<p>There's limited space in summer camps and they may need the staff / funding to provide new experiences for kids.</p>	<p>Funding to develop new curriculum or activities, staff capacity, examples of what's worked well for other programs.</p>	<p>Commerce & Community Development</p>
<p>Enhance Vermont's outdoor industry by incentivizing outdoor recreation manufacturing of goods, technical and outdoor business startups</p>	<p>Infrastructure</p> <ul style="list-style-type: none"> Sector innovation Professionalization 	<p>Vermont has communities that are hubs of outdoor recreation where outdoor business development could be encouraged. In other industries pitch competitions have been a useful tool for uncovering great new ideas. There is also a connection to food manufacturing (e.g. dehydrated meals)</p>	<p>Difficult to connect existing resources to people because the industry network is sparse. There is also no wider lens or state-level roadmap for growing the outdoor sector and understanding its strengths and weaknesses in Vermont.</p>	<p>Better understanding of why outdoor businesses have left Vermont in the past. A more cohesive outdoor industry network. State-level roadmap for growing Vermont's outdoor industry.</p>	<p>Commerce & Community Development Outdoor Business Workforce Development & Career Pathways</p>
<p>Define and develop clear career pathways for working in outdoor recreation in Vermont.</p>	<p>Infrastructure</p> <ul style="list-style-type: none"> Community Convening 	<p>Develop partnerships between educational institutions and businesses and forge connections among winter and summer businesses to support sustainable business models and workforce as well as informs career pathways for all aspects of Vermont's outdoor industry (e.g. technical occupations to manufacturing, entrepreneurship and executive management). Identified focus areas include trail building, bicycle mechanics, mechanical and engineering occupations. These partnerships can lead to expanded certifications, micro-credentials and year-round job opportunities that professionalize employees and provide career advancement.</p>	<p>Educational institutions and businesses in Vermont's outdoor industry work on different timeframes with different goals. Opportunities for regular communication and networking are needed to identify and build partnerships can lead to new and innovative programing that will strengthen outdoor career pathways. Data also needs to be collected and assessed about Vermont's outdoor sector workforce needs to inform educators, employers, state agencies and others.</p>	<p>Regular convenings. Leader to facilitate partnership building and data collection. Identified shared priorities and data.</p>	<p>Outdoor Business Workforce Development & Career Pathways</p>

<p>Boost wages and enable support systems for outdoor sector employees.</p>	<p>Infrastructure</p> <ul style="list-style-type: none"> Sector innovation Transportation Low Barrier Access Increased capacity 	<p>Working in outdoor recreation in Vermont is difficult. The wages are low and work is often seasonal, meaning that many employees don't have health insurance. Housing is also difficult to find and some businesses are now offering their employees housing and looking for other ways to boost the benefits and safety of their employees. Industry solutions and strategies can be employed to solve these large challenges facing Vermont's outdoor workforce.</p>	<p>Affordable transportation options. Safe bicycle and pedestrian friendly options for getting to work. Consistent health insurance. Year-round housing close to where work.</p> <p>Strategies for creating year-round employment opportunities and boosting benefits to employees. Leader to convene industry wide conversation to identify and work on strategies.</p>	<p>Outdoor Business Workforce Development & Career Pathways</p>
<p>Attract new residents who are moving due to climate impacts to safe, healthy, resilient communities in Vermont</p>	<p>Infrastructure</p> <ul style="list-style-type: none"> Increased capacity Marketing Sector innovation 	<p>Leverage Vermont brand, image, and resources as a way to attract talent, particularly people who specialize in sustainability and circularity.</p>	<p>Salary and wages are low which prevents Vermont from attracting qualified candidates. There's a lack of job opportunities in non-Chittenden locations. There is also a lack of Housing which makes it tough for new entrants to the workforce to stay in the State.</p> <p>Affordable housing solutions. Strategies for increasing salary and wages.</p>	<p>Outdoor Business Workforce Development & Career Pathways</p>
<p>Establish a outdoor job board that can connect to other job boards, including a Vermont creatives job board.</p>	<p>Infrastructure</p> <ul style="list-style-type: none"> Increased Access Management Tools Professionalization 	<p>Help connect talent to jobs in Vermont's outdoor industry by having a central jobs board where jobs can be posted.</p>	<p>No central place to find job opportunities in Vermont's outdoor sector.</p>	<p>Funding, staff capacity, a leader to develop and manage outdoor jobs board.</p>
<p>Connect seniors to outdoor recreation opportunities by building on existing partner programs such as meal programs.</p>	<p>Partnership Building</p> <ul style="list-style-type: none"> Low Barrier Access Increased Access 	<p>Building upon existing popular events for seniors - such as meal programs like the Danville Community Dinner - improves mental health, social connections and physical health for Vermont's seniors.</p>	<p>There can be limited opportunities for different community groups and/or non-profits to get together and discuss projects of mutual interest. There's a lot of potential for reaching out to new partners such as a local energy committee (for alternative transportation paths, e-bikes, etc). A lack of staff to take on new programs and a lack of money to support that staff them are common barriers.</p> <p>Grant money to enhance or expand programs, opportunities for diverse groups to meet and discuss common interests. Senior facilities/Senior Centers have their own programs (like the Old North End Community Center), how do we support</p>	<p>Seniors</p>
<p>Connect State lands to larger conserved land systems for ecological and recreational value by partnering with nearby communities and non-profits on conservation projects</p>	<p>Partnership Building</p> <ul style="list-style-type: none"> Conservation Community Convening 	<p>Opportunity to reduce pressure on popular parks and access areas; opportunity to create a more resilient park system that's part of a larger conservation system</p>	<p>State land shouldn't be the hold-up for connecting important community trails. Lengthy rule-making process and enforcement limitations especially in terms of recreation.</p> <p>identification of conservation opportunities</p>	<p>Stewardship Foresters Outdoor Business</p>

Create additional welcoming types of events and spaces by expanding partnerships	Partnership Building	Low Barrier Access Equitable Access Transportation Community Convening	Existing partnership with North Branch Nature Center has been successful. Expand partnerships to offer additional inclusive outings: pride rides, campouts (but no single stalls at State Parks), groups nights at YMCA, X-C ski pop-ups at Craftsbury and Bolton, gears nights at shops, foraging workshop, pride river cleanups or other volunteer work	Big barriers in terms of cost, transportation, access	Grant monies that specifically support trans and thrive programs	LGBTQ+ Outdoor Business
Create more avenues for trail building employment and a trail-building career including opportunities for year-round employment	Partnership Building	Increased capacity	Many trail building businesses are booked out at least one season ahead and there is a high demand for their services. Developing a career pathway to be a trail builder in Vermont and have year-round work would make more support available to disperse the pressure on existing trail building organizations and give communities more resources for completing their trail projects.	Gaps in finding new employees; established businesses are all booked up or overbooked, so new projects might go to the lowest bidder. There is also a large gap between the level of expertise a community needs to build a trail - there's not much expertise available between "a week of a VYCC crew" and "an expert trail-building contractor".	Career-building opportunities and ability to attend training (state and national such as Professional Trailbuilders Assn); grant reimbursements need to be timely and consistent; Trainings and mentorships for young trailbuilders just getting into the business	Trail Builders Conservation Outdoor Business
Improve the relationship between conservation, dispersed recreation and trail based recreation groups by creating opportunities for them to meet about issues of concern	Partnership Building	Cross-sector Community Convening	Developing relationships between these organizations through in person gatherings will help address and resolve issues of concern. Rec has become a divisive issue in the last decade, often about trails, and user groups have not had the conversation that they need - instead they's been using the regulatory process to have it	Need more transparent and open conversation when there are competing interests - this can only happen with accurate data/correct information. We need to have as much good data as we can in the near future so that we can work together with unbiased information to find solutions.	Leadership and coordination	Private Lands
Build on success of youth bike and skiing programs by sharing model programs and increasing opportunities for networking between Building programs	Partnership Building	Inclusive Communication Community Convening Cross-sector Low Barrier Access	VT Youth Cycling League has been helping people network about youth bike programming and share the specifics of successful programs. Randolph program is empowering youth riders who aren't specifically on a race team - easy access as a drop-in program. They also have a fix-it fund at local bike shop so rec director can send kids to a specific bike shop for free repairs.	Hard to find bikes / skis for every single kid. Often rural programs don't have the large number of kids or the diversity to qualify for grants. Big challenge is figuring out how to support youth engagement in recreational activities once they graduate from these programs.	Volunteers, entity to coordinate networking opportunities	Kids and Outdoor Recreation

<p>Provide support for youth programs to develop new educational opportunities and make programmatic changes in response to Vermont's changing climate.</p>	<p>Partnership Building</p> <p>Sector innovation</p> <p>Technical Assistance</p>	<p>Adaptability and flexibility will be needed because the future will likely include different kinds of partnerships and changes to what winter outdoor recreation looks like (might change "ski club" to "winter adventure"). The goal is to create a culture for kids to get outside year round.</p>	<p>Summer and winter seasons are going to shift and look different. Costs are likely to go up due to climate change (for ex: a longer sailing season would mean programs like the Lake Champlain Sailing Center would stay open longer or ski programs would use artificial snow to keep ski areas open for a traditionally longer season).</p> <p>The more opportunities to connect the better - need for sharing models and resources very important right now</p>
<p>Build connections between neighboring towns and cities to support more outdoor recreation by moving beyond the town by town approach to recreation planning</p>	<p>Partnership Building</p> <p>Community Convening</p> <p>Increased capacity</p> <p>Professionalization</p>	<p>Local communities could pool resources and share ideas with neighboring communities - could support more technical training for volunteers, non-profit management skills, communications with State for regional trail systems. Partnering with schools could work well to expand youth programming, after-school programs, and equipment loan programs.</p>	<p>Funds are voted on and programs administered town by town - doesn't lend itself to partnering outside of town</p> <p>Need opportunities/incentives to build connections to bring in more resources and a way to engage regionally on outdoor recreation with Regional Planning Commissions.</p>
<p>Build partnerships between outdoor recreation guides, tour operators, recreation managers / trail builders and agricultural producers (e.g. farms, maple sugar makers) that want to provide outdoor recreation experiences.</p>	<p>Partnership Building</p> <p>Cross-sector Tourism</p> <p>Sector innovation</p>	<p>Farms in Vermont offer opportunities for locals and visitors to get outside on walking trails that cross their properties. farmland is also a resource for the development of new walking trails and outdoor recreation experiences. for example, highlighting creemee stands and sugar houses along rail trails, linking Vermont Open Farm Week activities to outdoor recreation, etc.</p>	<p>Farmers do not have expertise in outdoor recreation management and trail development.</p> <p>Informational resources, events that would bring together outdoor recreation and agricultural stakeholders, including members of producer's associations. Trail building workshops for farms interested in developing walking trails. Have an Outdoor Recreation representative participate on the Agritourism Community of Practice meetings (https://www.vtfarmtoplate.com/network/agritourism-community-practice).</p>

<p>Create better alignment between state agencies including the Department of Forests, Parks, and Recreation, Department of Tourism, and Agency of Agriculture to provide more opportunities for shared funding opportunities.</p>	<p>Partnership Building</p> <p>Cross-sector Tourism Sector innovation</p>	<p>Agency of Ag. and Department of Tourism already work together on Agritourism. Can add alignment with outdoor recreation into this work. Encouraging outdoor recreation through agritourism can create more "soft" recreation opportunities.</p>	<p>The Agency of Ag. and Department of Forests, Parks and Recreation haven't done a lot of work together on outdoor recreation and there is no mechanism / staff capacity identified. Need funding specific to this niche of farms and recreation - even small grants for upgrading something like a farm bridge that's part of a trail</p>	<p>Staff capacity.</p> <p>Agriculture Commerce & Community Development</p>
<p>Develop partnerships between organizations providing outdoor recreation programing and centers, schools and/or ski resorts who can help serve Vermonters with Cognitive Development Disabilities.</p>	<p>Partnership Building</p> <p>Low Barrier Access Equitable Access Increased Access</p>	<p>Programs like the one Vermont Adaptive provides can be expanded by developing partnerships with center's like Zach's Place in Woodstock or the Howard Center in Burlington. The interest also exists since Vermont Adaptive balances 2-3 school groups a day, especially in the winter months with skiing and snowboarding but interest in Spring time and summer activities has been growing.</p>	<p>Staff capacity is limited to support these types of outdoor recreation programs because each participant requires 1-2 volunteers or staff to support them depending on their cognitive ability. Developing relationships with ski resorts is critical but each one is under different ownership meaning that a agreement needs to be developed with each one which can be challenging.</p>	<p>Reliable state-leavel funding. Funding for more staff at schools to support students with Cognitive Development Disabilities, especially when they bring students to participate in outdoor rec. programs.</p> <p>Cognitive / Development Disabilities</p>
<p>Create media that increases cross-recreation stories and collaboration (e.g. Hunting / fishing with mountain biking / skiing)</p>	<p>Partnership Building</p> <p>Marketing Cross-sector Inclusive Communication</p>	<p>Many people hunt AND do other activities, Need to harness that to prevent silos and mischaracterizations. Highlight "recreation mutts" aka people who hunt but also run and enjoy other activities.</p>	<p>Forums to promote Hunters/trappers are experiencing backlash, feel ostracized. May not trust established systems like F&W.</p>	<p>collaboration between groups like Backcountry Hunters and Anglers (org), National Wild Turkey Federation and trail-based recreation groups.</p> <p>F&W Education and Outreach Outdoor Business</p>
<p>Encourage community conservation projects by supporting non-profit/community partnerships</p>	<p>Partnership Building</p> <p>Community Convening Increased capacity Conservation</p>	<p>A lot of small towns don't have capacity for conservation projects; partnerships with non-profits are important in both the conservation phase and the long-terms management and maintenance of resources. Support can translate to really engaged communities that put forth ideas meeting many needs and funding-ready.</p>	<p>Working with communities that have been marginalized and/or have limited capacity takes a long time - funding sources need to align with that long timeline to make the project a success.</p>	<p>Funding that can adapt to the long timeline often required in community conservation projects.</p> <p>Conservation</p>

<p>Build partnerships with community organizations who serve the community but aren't necessarily focused on outdoor recreation as their primary goal to encourage more outdoor recreation programming and capacity building.</p>	<p>Partnership Building</p>	<p>Cross-sector Increased capacity</p>	<p>Municipal capacity to support recreation programs is stretched thin. Partnering with a local gym can open up new opportunities for outdoor recreation programming. For example, Recfit a fitness studio in St. Johnsbury has partnered with the town to host a snow shoe and microspike lending library. Folks reserve gear online or by calling a person outside of the fitness club but the fitness club tracks who picks up gear and maintains the gear. Building partnerships with organizations like the Association of Africans Living in Vermont can also provide new avenues to communities who have been historically underserved.</p>	<p>Local health care providers could help facilitate connections but they aren't always aware of outdoor recreation opportunities.</p> <p>Examples of pilot programs / partnerships that have worked. Events that encourage community organizations and parks and recreation departments to network. Trainings that educate health care providers about outdoor recreation opportunities.</p> <p>Health & Wellness</p>
<p>Strengthen partnerships to better support recreation projects.</p>	<p>Partnership Building</p>	<p>Community Convening Professionalization</p>	<p>Strengthen relationships with state agencies, non-profits, trail organizations and municipalities so that projects are better supported and more successful.</p>	<p>There's still a lack of trust and policy initiatives or legislation changes can fall apart at the last minutes, leaving in place barriers to recreation enhancements.</p> <p>Agreement on the high return on investment for recreation in Vermont, and the common understanding of ways to eliminate barriers to sustainable recreation development and maintenance.</p> <p>VT Trails & Greenways Council</p>
<p>Celebrate and talk about the outdoor recreation projects, climate adaptations to outdoor recreation, and community work that Vermont is Building doing well.</p>	<p>Partnership Building</p>	<p>Community Convening</p>	<p>Examples and best practices of Statewide work and community projects can be highlighted and shared. Talking about these success stories and sharing them with other communities and other states can inspire new ideas and create pathways for others to follow.</p>	<p>Collaboration across departments and agencies at the State level to identify these stories and share them with grant applicants, community partners, State partners, etc.</p> <p>Leader to collect stories, examples, identify communities that are doing excellent outdoor recreation work, a central place to collect these great examples that's accessible across agencies and outdoor recreation stakeholders.</p> <p>Commerce & Community Development</p> <p>Outdoor Business</p>
<p>Increase the capacity of Regional Planning Commissions (RPC) to provide recreation planning assistance to communities by creating a recreation planner position at each RPC.</p>	<p>Planning & Management</p>	<p>Professionalization Technical Assistance Increased capacity</p>	<p>A dedicated recreation planner could provide collaboration between communities in a region, the State and other groups. A dedicated planner would be able to help regional projects and projects in communities go from idea to real plan, including permitting, funding and project management.</p>	<p>In VT, recreation is rarely centrally planned except for long-distance trails, and the RPCs have no direct source of funding for recreation planning like they have for transportation or economic development. With no dedicated planner, recreation planning falls to staff with interest or projects brought from community advocates.</p> <p>Funding for additional RPC staff.</p> <p>Regional Planning Commissions</p> <p>Outdoor Business</p>

<p>Help towns to better understand what technical assistance and funding opportunities Regional Planning Commissions (RPCs) offer by having dedicated regional workshops for planning and funding recreation projects.</p>	<p>Planning & Management</p> <p>Technical Assistance Professionalization Increased capacity</p>	<p>Programs like EPA's Recreation Economy for Rural Communities (RERC) have created a model for helping communities plan for outdoor recreation and raising awareness about the benefits. RPC staff are facilitators, so they don't need to have expertise in every subject to execute a planning process. What they need to know is who to get in touch with for recreation planning specific information about permitting requirements, appropriate uses for different land types, best management practices of trails and other recreation infrastructure.</p>	<p>There is a gap in understanding about what the outdoor recreation economy is and the multiple facets it can mean - what kind of jobs is it creating? How do you measure the value of dispersed recreation? Each town is reinventing the wheel for recreation planning and pursuing funding - opportunity to share knowledge, recreation goals and experiences between towns.</p>	<p>Dedicated recreation planner at RPCs; regular outreach about funding programs and technical assistance, talking points about outdoor recreation economy, and opportunities for towns to share experience.</p>	<p>Regional Planning Commissions Commerce & Community Development</p>
<p>Collect better data about the outdoor recreation economy in Vermont by enlisting Regional Planning Commissions (RPCs) to collect, aggregate and distribute data.</p>	<p>Planning & Management</p> <p>Data Professionalization Increased capacity</p>	<p>Help decision makers and planners understand the impact of outdoor recreation across Vermont and for the communities they are working with. RPCs could help in collecting more data, especially about economic impact.</p>	<p>Data on economic impact of recreation beyond ticketed and licensed recreation; data standard for sharing; way to analyze and distribute data so that it's useful for town and regional planning; all of this would provide a better way to understand what is happening regionally and statewide. An analysis of outdoor rec grants to date is also needed.</p>	<p>Models from other states for collecting recreation economic impact data; funding to support regular gathering and update of data for all; statewide up-to-date information about Vermont's outdoor recreation economy.</p>	<p>Regional Planning Commissions Outdoor Business</p>
<p>Include outdoor recreation in town planning</p>	<p>Planning & Management</p> <p>Technical Assistance</p>	<p>Towns have to develop town plans and update their future land use maps at regular intervals. Recognizing outdoor recreation as a "co-benefit" and identifying it as a type of land use in future land use maps would create more thoughtful planning opportunities for outdoor recreation projects.</p>	<p>Recreation isn't currently a recognized "co-benefit" or type of land use</p>	<p>Policy changes to designate recreation as a "co-benefit" and type of land use</p>	<p>Regional Planning Commissions Outdoor Business</p>
<p>Protect trail-less areas on state lands</p>	<p>Planning & Management</p> <p>Site Stewardship Management Tools</p>	<p>State lands have some of the largest areas of trailless/roadless area in the state</p>	<p>We haven't identified these areas, there isn't a planning designation for trailless</p>	<p>More capacity in state lands planning</p>	<p>Stewardship Foresters</p>
<p>Ensure equitable access to different recreation activities as well as ensure a good distribution of accessible sites throughout the state</p>	<p>Planning & Management</p> <p>Universal Access Equitable Access Increased Access</p>	<p>Creating a better understanding of what infrastructure is available now and what we can make better; better assessment leads to more informed decisions about where to invest</p>	<p>Lots of constraints and delays because of historic preservation and environmental reviews, need place where people can find information about all types of accessible recreation</p>	<p>Assessment of status at state lands of accessible recreation options and accessible infrastructure</p>	<p>Fish and Wildlife Lands Team</p>

Employ visitor use management at a broader and more cohesive scale across state lands	Planning & Management	Management Tools	So many areas are high use on state lands, we need more strategies for managing this better. Parking and trailheads are a particular issue.	Not enough resources are going toward problem areas	need capacity, investment in statewide protocols, policies, etc	District Recreation Team
Create better landscape management tools for rec planning on regional scales	Planning & Management	Management Tools Community Convening	there is a lot of interest in recreation development	There isn't a lot of knowledge of recreation on a regional scale and how much is needed	statewide GIS layers that are up to date, a platform (maybe ANR atlas) specific to recreation planning	District Recreation Team
Ensure spaces for no trail or infrastructure development are protected in management planning	Planning & Management	Management Tools Site Stewardship	State lands have many areas without trails. With the rising interest in recreation and trails, these areas need to be considered for protection.	THere is not a trailless area designation	More planning resources/capacity at FPR	District Recreation Team
Maintain space for less activist rec user groups	Planning & Management	Equitable Access	Reliance on larger/energetic partners in planning for state lands who then become "superusers" and propose infrastructure to meet their needs - can lead to a lack of true spectrum of recreation activities supported, using privileged, less resourced groups? the Recreation Opportunity Spectrum (ROS) tool to create Long Range Management Plans for state lands can help	How to make space for less recreation activities supported, using privileged, less resourced groups?	Need to somehow identify these more dispersed uses of state lands - for example foraging and birding - and how they can be prioritized alongside trails and infrastructure	District Recreation Team
Enhance accessibility by planning for accessible networks, as opposed to single trail experiences	Planning & Management	Universal Access	State Parks are well aligned with accessible trail provisions because many of the amenities needed are already there - accessible bathrooms, paved walkways, accessible parking zones	there are differences in efforts to provide accessible access and advocacy groups - bike advocacy seems to be advocated for more right now than pedestrian accessibility	staff time and funding to target planning efforts and develop partnerships with accessibility groups	District Recreation Team Outdoor Business

<p>Help town forest committees to create management plans for their Town Forests by sharing successful models from other communities and renewing the Town Forest Summits that used to be held (could be regional or statewide)</p>	<p>Planning & Management</p> <ul style="list-style-type: none"> Technical Assistance Community Convening Professionalization Increased capacity 	<p>Town Forests are important spaces for conservation and recreation and create opportunities close to community resources like downtown centers, libraries and schools for education about the outdoors.</p>	<p>Planning for town forests is often challenging, controversial, and slow - there can be many competing interests and it can feel like forests need to do everything for everyone all the time. For all volunteer groups to navigate these conversations takes time, energy, and expertise. Inadequate expertise can quickly lead to decision paralysis and County Foresters are great resources for expertise but vary in their ability to support these all volunteer groups. Town Forest Summits can allow volunteers to share challenges and solutions and avoid paralysis.</p>	<p>Informational resources about programs that can help volunteer groups complete ecological surveys or natural resource maps and do planning for town forests. Some communities have worked with UVM's Field Naturalist Program, others have sought out grants to hire groups such as Vermont Center for EcoStudies to do field work and characterize the nature of a site, and any rare species, etc. - an entity to renew the Town Forest Summits</p>
<p>Improve the project planning process for trail builders and communities by having a consistent schedule of grant rounds from the State, doing more assessments/pre-planning with communities and planning projects out farther in the future</p>	<p>Planning & Management</p> <ul style="list-style-type: none"> Technical Assistance Professionalization Increased capacity 	<p>Consistent expectations for when funding is available will help communities plan ahead. This could reduce last minute requests for quotes to Trail Builders who are already very busy and overbooked and lead to better planned projects that are planned out further in advance and lead to more sustainable trails.</p>	<p>Planning window for projects is a challenge; planning 2-3 years out is much better than just planning for the next season; harder to find funding for planning and communities sometimes aren't willing to pay for planning; groups get excited about new trails but with inventory/assessment you might identify the same outcome that could come from upgrading existing trails</p>	<p>Consistent funding schedules; pre-application process for bigger grants; grant monies specifically for assessment, planning, detailed design and accurate budgeting</p>
<p>Include recreation opportunities as part of forest management planning for interested private landowners.</p>	<p>Planning & Management</p> <ul style="list-style-type: none"> Cross-sector Management Tools 	<p>A potential growth point is with landowners who have an interest in recreation and are having timber management - landowners can partner with foresters and loggers to plan out access routes that can serve as trails later on.</p>	<p>Can be a challenge making the recreation interest of the landowner doable within the scope of forest management - takes a good partnership between the landowner, forester and logger but can have great benefits for all.</p>	<p>Foresters could share good models of forest management plans that specifically include recreation</p>

<p>Create strategies for accommodating the huge increased demand for recreational boating (both motorized and non-motorized) and new types of boating recreation</p>	<p>Management Tools Increased capacity</p>	<p>The pandemic brought enormous demands for boats and rental slips (in Burlington, 800 to 900 slips are frequently full). The demand for smaller motor boat rentals (6-12 people) is very high as is commercial sail boat experiences (6,000 people a summer for 2 sailboats at Burlington harbor). Wakeboats are big, powerful, motorized - new ruling in process and safety is a concern. Burlington Surf Club has E-surf boards (sit above lake surface). Non-motorized boating such as kayaking and paddleboarding are popular with lower costs/easier access points.</p> <p>Lack of infrastructure once you're on the water - marinas are trying to expand to provide services and docking spaces. High boat use of lakes has resulted in more inquiries about capacity and safety issues. Huge demands for boat slips; people buying boats with no where to put them. For example, Newport Parks and Rec is trying to find ways to get people on the water and get a mooring - looking into expanding dock space, working on permitting...more access at South Bay limited by bridges with low clearances.</p> <p>Not a lot of funding that municipalities can access to create more slips. At what point is there too much activity on the lake and too much conflict/safety issues between users? Help with managing the growth.</p>
<p>Ensure outdoor spaces are accessible and inclusive by having conserved public spaces near villages, schools and residential areas, particularly in underserved communities.</p>	<p>Planning & Management Low Barrier Access Equitable Access Conservation</p>	<p>Create public access opportunities close to schools - a good example in Wolcott. Trails can create community, especially in proximity to villages. Creating connectivity is an opportunity - connecting recreation spaces to neighborhoods, schools - even short distances require driving if there is not a safe walking alternative. Burlington Wildways is a great example of linking natural areas to make a community more connected and walkable. Velomont Trail is linking conservation corridors, helping rural economic development.</p> <p>Need more support for planning these opportunities. Parts of the state such as north Grand Isle County and the NEK are sparse for opportunities. Access should be available for everyone in the community - need to think about easier trails too. Municipalities are also controlling / limiting more access to water because of popularity / traffic, this causes equity challenges.</p> <p>Support for partnerships and larger-scale planning for conservation corridors and recreation connectivity. Tools for managing recreation / recreators in popular areas</p>

<p>Support more informed trail/recreation infrastructure planning by funding ecological assessments of conserved lands.</p>	<p>Planning & Management</p> <p>Site Stewardship Conservation</p>	<p>Communities need sound ecological data from ecological assessments to inform public discussion about trail planning and its potential impact on natural resources. Organizations like Trust for Public Land do ecological assessments at beginning of projects which really helps planning. Trail planning can be driven by specific user groups instead of by what the community wants overall - larger-scale ecological information can open up the planning process to others.</p> <p>Vermont Land Trust and other large conservation groups used to help fund ecological assessments but that isn't available anymore. Current use management plans require foresters but not ecologists. Lack of scientific data creates tension in community discussions, and when there's not scientific data the gaps are filled in with information that's not objective or based in fact.</p> <p>Funding for these essential ecological assessments (they can cost \$2K-\$5K which most communities don't have). Recognition of the value of scientific data in recreation planning.</p>	<p>Conservation</p>
<p>Reimagine floodplains and riverfronts as flexible spaces for outdoor recreation</p>	<p>Planning & Management</p> <p>Sector innovation Increased Access</p>	<p>Wetter summers are causing more flooding. Locating low-impact recreational infrastructure near streams and rivers can be an opportunity for communities to utilize floodplains and riverfronts without confining rivers.</p> <p>Understanding of what recreational infrastructure could be developed in floodplains and riverfronts.</p> <p>research about impacts of different types of recreational activities in floodplains and riverfronts.</p>	<p>Commerce & Community Development</p>
<p>Keep new residents in Vermont by creating career growth resources and opportunities in the outdoor sector that focus on people who move to the state with a partner because of their partner's job opportunity</p>	<p>Planning & Management</p> <p>Professionalization Community Convening</p>	<p>New residents move away from Vermont because their spouse or partner can't find a job. If Vermont had more career advancement opportunities in the outdoor sector, there would be more opportunities for people to find jobs, take advantage of Vermont's high quality of life, and stay in the state.</p> <p>Housing is a big barrier to welcoming new residents.</p> <p>Career advancement programs. Networking opportunities.</p>	<p>Commerce & Community Development</p>
<p>Keep outdoor recreation opportunities affordable and accessible to Vermonters</p>	<p>Planning & Management</p> <p>Low Barrier Access</p>	<p>The cost of participating in some outdoor recreation activities is increasing due to a number of factors making it harder for Vermont residents to access some of the experiences and places close to home. A Vermont discount card program could be a strategy for keeping outdoor experiences affordable for Vermonters. We could also look at using money from visitors to subsidize recreation.</p> <p>Funding source for subsidizing participation in outdoor recreation.</p> <p>sustainable funding source for subsidizing outdoor recreation participation.</p>	<p>Commerce & Community Development</p>

Conduct research to collect data for a greater understanding of economic impact of outdoor recreation.	Planning & Management	Data Community Convening	<p>Statewide data exists showing that outdoor recreation makes significant contributions to Vermont's GDP. If there were data on what that economic impact looks like at the County level, businesses and communities across Vermont could use that to open access to federal and state funding sources and better understand outdoor recreation's benefits to the State.</p>	No county level data exists on outdoor recreation's economic impact in Vermont.	Funding to conduct a study. Leader to conduct statewide study and house data.	Regional Planning Commissions Outdoor Business Workforce Development & Career Pathways
Increase representation of underrepresented populations in Vermont's outdoor industry.	Planning & Management	Equitable Access Inclusive Communication	<p>Participants in outdoor recreation in Vermont have a range of backgrounds and experiences. Vermont's outdoor industry should reflect the breadth of experience of these participants.</p>	Need more strategies and information about how to make Vermont's outdoor industry more inclusive and representative of underrepresented populations.	Partnership building with existing organizations that serve underrepresented communities.	Outdoor Business Workforce Development & Career Pathways
Explore opportunities for roadside and van camping on state lands	Policy	Increased Access	There is a lot of interest in roadside/van camping	No policy exists for this type of use	State lands roadside camping policy	Stewardship Foresters Municipalities
Address ongoing management needs by creating more formalized agreements with host communities and adjacent landowners	Policy	Site Stewardship Management Tools Community Convening Stewardship Ethic	<p>Towns are ending services they historically provided such as Class 4 road maintenance, plowing; opportunity to formalize agreements and management decisions for these resources. Additional opportunities to link state land resources to nearby trails/other recreation resources</p>	assessment of all the management concerns for each state parcel that involve abutters and host towns	Need better tools (broader recreation context maps, etc and assessments of each park's existing agreements (formal and informal) in order to define needs and help decision making going forward	District Recreation Team

<p>Allow trails on private property to qualify as a public good without binding landowner agreements / easements for public use or develop better guidance / support for trail organizations to talk with private property owners about agreements.</p>	<p>Policy</p>	<p>Increased capacity</p>	<p>Supporting trails on private land will strengthen recreation opportunities across the state. Trail organizations would be able to maintain these trails better because they would be able to receive State funds and support for achieving best management practices / trails standards.</p>	<p>A way to protect funding investments in recreation on private property if there is no binding agreement stating that the private landowner will maintain public access.</p> <p>Trail networks who have non-binding agreements with private landowners (such as Craftsbury Outdoors Center) don't have as many funding opportunities. Landowners do not want to give away control of their property and often won't agree to agreements / easements. This makes conversations with private landowners about trails challenging because state grant programs require that these agreements be in place.</p>	<p>Legal resources re: Act 250 and VTS as well as grant agreement requirements, funding and staff time for updating the Vermont Trail System, Act 250 policy change</p>	<p>Private Lands</p>
<p>Develop incentives to support landowners and continue VT's culture of open land access</p>	<p>Policy</p>	<p>Stewardship Ethic Professionalization</p>	<p>Offering incentives to private landowners to host trails on their land would strengthen and protect VT's recreational opportunities. UVA has never addressed the recreation benefit to the public of trails on private land, which is a giant part of Vermont's recreation landscape. NH has current use for outdoor rec - landowners get assessed at a different tax rate.</p>	<p>A way to legally protect private landowners if they benefit financially from a recreational opportunity on their property - current landowner liability does not allow. A lot of landowners don't qualify for UVA. Tax benefits for landowners may cascade to the detriment of other public priorities, like education. Opening up UVA for changes is a concern for many people and there's need to be cautious because the legislation could change in a way that's harmful to recreation on private property.</p> <p>Funding, time and staff capacity to explore other incentives of real value to landowners such as offering technical assistance for trail planning</p>	<p>Private Lands Low Income / Rural</p>	

Develop MOUs and policies for climbing with local, state, and federal agencies.	Policy	Professionalization Increased Access	CRAG VT purchased land in Chittenden Cty and has MOUs with state to increase access and is developing MOU with US Forest Service for climbing in southern VT (Green Mountain Natl Forest?). CRAG VT increasing access to bouldering in concentrated areas across the state. Utilize CRAG owned land for climbing and expand into other locations on private and public lands.	Funding gap. Demand for climbing increases and funding diminishes every year. Inconsistency federal funding.	Funds and relationships with agency decisionmakers	Climbing
Facilitate easier border crossings for recreational boat users on Memphremagog and Lake Champlain	Policy	Low Barrier Access Increased Access Tourism	Kiosk on Lake Memphremagog is a self-serve ipad and only in English - it requires wifi and a phone app - frustrating for Canadian visitors who bring tremendous revenue to the North Country	Translation English-French for border crossings; more casual visitors have a hard time with the customs process	Better infrastructure and process; bilingual at all points of communication	Lake-Based Recreation
Increase incentives for private landowners to host recreation on their land	Policy	Cross-sector Sector innovation Professionalization Management Tools	Recreation on private land is essential to VT's rec opportunities; landowners want to feel like they're being recognized in some way but organizations can't offer \$ due to the liability change. Vermont Trail System could be the gold standard for landowners - recognized by the State, trusted by stakeholders. Formal permission is also becoming more common. Opportunities to align a rec project with a landowners' conservation goals - supporting both. Strengthen relationships between rec and conservation groups.	Ability to Master Plan without fear. How do we create a system that landowners believe in/want to participate in? Act 250/the 10-acre limit creates encourages fragmented trail systems and non-connected, non-linear trails. Need to establish a different model that still provides trail oversight.	Policy changes, re-framing of incentives of recreation on private lands.	VT Trails & Greenways Council
Build attention to policy that strengthens climate and ecology in Vermont.	Policy	Cross-sector	Legislative leaders are becoming more aware of the impact of recreation policy changes that can help lessen the impact of major climate events. Outdoor recreation stakeholders can be valuable partners in continuing to raise awareness and have conversations about policy that includes climate and ecology.	Policy changes need to include community statewide input and resources that are research based and inclusive and keep the business community in mind.	Coordination of outdoor recreation stakeholders. Education about policy conversations in the state house.	Outdoor Business

Create easier access to e-bikes by offering low-cost rentals and education for first time users, "try an e-bike" events/beginner trainings, creating e-bike lending libraries, and offering 3-wheel e-bikes	Programming	Low Barrier Access Equitable Access Increased Access	Talk to established non-profits and businesses along rail-trails and bikepaths to find out what they could offer these services to seniors. Educate recreation partners who provide programming on accessible recreation infrastructure about amenities that help seniors to access and enjoy outdoor recreation.	Leadership, funding, equipment	Funding to bring to these partnerships that will support staff time and equipment purchase; E-bike education offerings at easy-access sites along popular places like the Burlington Bike Path and new sites such as the Lamoille Valley Rail Trail.	Seniors Health & Wellness Outdoor Business
Encourage the next generation of Vermont hunters, fishers and trappers by creating local mentoring programs.	Programming	Low Barrier Access Equitable Access Increased Access	Mentoring programs like "Girls on the Run" could be good models; State has archery program run through Fish & Wildlife	There's a gap in mentoring at the local level.	Leadership and coordination by hunting, fishing and trapping groups; partnership efforts through schools and camps to get kids outside, interested, and enjoying what's all around us.	Vermont Traditions Coalition F&W Education and Outreach
Invite a greater diversity of participation in hunting, fishing, trapping and motorized sports by hosting introductory events for historically marginalized, adaptive and youth communities and developing outreach that promotes the inclusivity of these communities in VT.	Programming	Equitable Access Low Barrier Access Universal Access Off-site Communication	The start-up cost and amount of equipment needed to begin fishing, hunting and/or trapping is low and it's an easy way to engage new enthusiasts in the outdoors. Adaptive fishing programs exist, fishing derbys could be better advertised as inclusive community events.	Educational opportunities to integrate historically marginalized communities into these activities and address concerns about being accepted.	Leadership by local groups to reach out to new partners and create new kinds of events, and/or more marketing beyond the traditional outreach to invite broader participation in existing events.	Vermont Traditions Coalition
Facilitate relationship building between hunting, fishing, trapping and other recreational user groups like skiers, hikers, and mountain bikers to raise awareness about how to recreate together better in the outdoors.	Programming	Inclusive Communication Stewardship Ethic Cross-sector	Raising awareness about how each user group recreates will increase safety. For example during hunting season brightly colored clothing needs to be worn so that hunters can see people skiing or hiking.	When people move to Vermont from another place they are not always aware of the different seasons for hunting or how to recreate safely with hunters.	Educational resources and materials, programming at local organizations	Vermont Traditions Coalition
Boost statewide inclusion of LGBTQ+ community in the outdoors by supporting affinity events such as Pride Hikes and other excursions	Programming	Equitable Access Inclusive Communication Community Convening	Pride Hikes have been a great opportunity and there is a lot of interest: an entry level experience with no agenda except for community building and accessible for those with lower incomes. Boost the message that nature is diverse; move the starting point of what who the outdoors in for.	Pervasive idea that you need to be an extreme athlete to enjoy the outdoors. Staff and volunteer leaders are a limiting factor, as is transportation and gear costs.	More staff and volunteers to continue and expand programs, particularly to lesser- LGBTQ+ served areas of the State. Statements of inclusion from trail and land managers.	Outdoor Business
Expand outdoor rec in schools	Programming	Transportation Low Barrier Access Equitable Access	Schools are great ways to provide opportunities for kids across economic spectrum	depends on the school, but some have resources and others don't	more funding for existing programming, more access to outdoors directly from schools	District Recreation Team

<p>Grow community for adaptive recreation participants by building programming that brings participants together for events that encourage them to recreate and learn together and supports development of adaptive communities in more rural parts of the state</p>	<p>Programming</p> <p>Community Convening Professionalization</p>	<p>The community aspect of adaptive recreation is really important - it takes a long time to build skills and going out with groups provides safety and support if you get into trouble. Information is easier to share not through social media so its easier to share opportunities and new technologies. Vermont Adaptive and Kelly Brush Foundation have done a lot to show Vermont's potential for adaptive recreation.</p>	<p>People live in the Burlington-Montpelier areas because that is where the lifestyle infrastructure is more accessible. Where are Vermonters with disabilities who live in rural areas get their support and find opportunities?</p>	<p>Support for existing adaptive recreation organizations. Programs that educate volunteers, trail managers, lift operators, etc. about how to best support adaptive participants. People who understand adaptive recreation needs to go out on a trail or other recreation area with adaptive participants. Funding for adaptive equipment.</p>
<p>Increase community stewardship of town forests by encouraging ongoing public involvement in town forest projects through programming and events</p>	<p>Programming</p> <p>Technical Assistance Professionalization</p>	<p>Town forests are great places for many kinds of involvement - creating a web resource for maps and information, researching land use history, launching a citizen science project, hosting walks</p>	<p>Partnerships (for example, with Fellowship of the Wheel) can be useful in creating and maintaining participation opportunities but they are not always clear or readily available. Volunteer town forest managing groups are limited in time, energy, expertise.</p>	<p>There needs to be a leadership group (Conservation Commission or other) who implements the management plan and creates/runs these community stewardship programs and events</p>
<p>Create better information for trail planners/builders about wetlands permitting and Act 250 by offering guidance materials and trainings</p>	<p>Programming</p> <p>Technical Assistance</p>	<p>Trailbuilders are important sources of information for communities in the process of planning trails. They could be a resource for providing consistent and clear guidance on potential permit issues and specific steps/potential costs.</p>	<p>Both trailbuilding professionals and communities need better advice and clarity about permitting - not understanding what may or may not be required, timelines for permits, and the costs associated with such things as wetland delineation can keep projects for advancing or landowners from hosting trails.</p>	<p>Partnering with the State to refine or create better information for trailbuilders and communities anticipating trail projects/applying for funding about permitting and Act 250. Funding/expertise for trainings on this topic.</p>
<p>Create more bike lending programs at the site of outdoor recreation areas and at schools</p>	<p>Programming</p> <p>Low Barrier Access Increased Access</p>	<p>Low cost / lending programs for bikes exist in Vermont but aren't always located at the site of the outdoor recreation activity and require a vehicle or other means to transport.</p>	<p>Affordable transportation options that would allow for people / families without a vehicle to transport a bike.</p>	<p>Programs to manage bike lending programs at outdoor recreation sites and schools, investments in low cost bikes</p>

<p>Use Vermont school ski program model to develop other types of weekly / seasonal youth recreation opportunities where kids engage with the outdoors and learn a recreational skill.</p>	<p>Programming Low Barrier Access Cross-sector</p>	<p>Vermont has many natural resources nearby community centers that can be used to teach kids seasonal recreational skills in the outdoors. Communities that don't have a nearby ski hill and/or communities that want to engage kids in skill building beyond winter, can develop partnerships and a model that gets kids recreating outside in all seasons.</p>	<p>Kids in more urban areas of Vermont like Winooski or Burlington don't have a ski mountain close enough to participate in a ski program, but they do have other natural resources like Lake Champlain and could develop programs for learning how to sail or boat.</p>	<p>Funding, volunteers, schools to develop programming</p>	<p>Kids and Outdoor Recreation Commerce & Community Development</p>
<p>Support school skiing programs by providing transportation to local ski hills, making programs no-or-low cost to all, and attracting volunteers</p>	<p>Programming Transportation Low Barrier Access Increased Access Increased capacity</p>	<p>Kids (generally grades 3-6) in these programs get to try skiing no matter what their background or family interest - schools are a powerful way to engage kids in the outdoors, all students have to do is show up. Local ski hills want to create more sustainable partnerships with schools and businesses to support ski programs (schools pay nominal fee to help keep the hill running, businesses provide corporate sponsorship) - families like it and come back to the ski area/support the businesses. Not having to travel as far helps the transportation barrier.</p>	<p>Finding enough volunteers - for example at the Brattleboro Ski Hill they need 40 volunteers for a typical day. Transportation is a barrier too - setting up programs at closer, local ski areas can help (for example, 5 local schools have "Mountain Days" at Brattleboro Ski Hill).</p>	<p>Equipment and winter clothing; local transportation resources; a large number of volunteers</p>	<p>Kids and Outdoor Recreation Commerce & Community Development</p>

Increase diversity access programs	Programming	Equitable Access Low Barrier Access Increased capacity Cross-sector	<p>Communities are becoming more racially diverse, the outdoors is one component of life among non-white populations but there's a dichotomy of participation. Lake Champlain Community Sailing Center started a diversity access program and engaged community voices, who said there were 4 things they needed from the Center: 1) subsidized transportation, 2) all documents and outreach information in 7 or 8 languages other than English, 3) programs (including scholarships) that support a child's participation for more than one year (parents don't want to disappoint their kids) and 4) instructors that kids can look up to because they come from their population of users. Lake Champlain Sailing Center's typical camper retention is 25% from one year to the next, but for participants in the diversity access program it's 75% because they have implemented these four recommendations.</p> <p>It's the low income families who are hard to ensure are accounted for. Trying to figure out rec opportunities that don't require equipment or provide equipment and provide transportation. Activities like hiking are low barrier because they don't require equipment.</p> <p>Communities in Rutland and Franklin County, and Brattleboro area could expand programs for diversity access.</p>	<p>Sharing models that have worked, funding to start small efforts (10 kids) and build a track record with communities</p>	Kids and Outdoor Recreation	
Expand inclusion for BIPOC communities in outdoor recreation by offering formalized instruction	Programming	Equitable Access Community Convening Increased Access	<p>Great opportunity for people who haven't had a chance to try some kinds of outdoor recreation growing up. BIPOC connections are spread out because of the rural nature of VT - events are an opportunity to connect people and expand networks.</p>	<p>The basic challenge of safety and security is nuanced but also very apparent - when recreating with cis white male friends there is a lot less worry about accessing spaces.</p>	<p>Funding to BIPOC organizations for organizing events, outreach and networking</p>	BIPOC Outdoor Business
Improve access to water-based recreation gear through low-cost rentals or gear-lending libraries	Programming	Low Barrier Access Increased Access	People are eager to get outside on the water	gear is expensive	Funding, insurance	Lake-Based Recreation Outdoor Business

<p>Provide support (e.g. training, volunteer recruitment) to caregivers taking care of Vermonters who have matriculated from high school to encourage them to enroll the people they care for in outdoor recreation programming.</p>	<p>Programming</p>	<p>Equitable Access Low Barrier Access Increased Access Increased capacity</p>	<p>After COVID there's an increased awareness of the importance for all people to get outside. VT Adaptive is able to recruit low income families to participate in their programming and never turn anyone away for lack of funds. Parents often help by volunteering at events to offset costs. Some scholarships are available to help caregivers bring young people to outdoor programs.</p>	<p>The ability of a person with cognitive disabilities to participate in an outdoor activity / program is highly dependent on their caregiver and their interest. If the caregiver isn't prepared to participate in an outdoor activity, then the person they are caring for may not get the chance to participate.</p>	<p>Funding support for programs providing support. Outdoor Rec Training for caregivers and volunteers.</p>	<p>Cognitive / Development Disabilities</p>
<p>Increase and improve school-based programming through state-level investment and guarantees a portion of the budget / use of those funds goes to growing the number of available instructors for cognitive / development disabilities.</p>	<p>Programming</p>	<p>Low Barrier Access Equitable Access</p>	<p>VT Adaptive works with 40 schools in the state that serve children with cognitive impairment. Skiing, biking, hiking participation is up but most in winter because school is in session, with particular interest in snowboard and snow shoe. Also road cycling, mountain biking, and paddling in middle and high school groups have increased.</p>	<p>Communication between VT Adaptive, schools, and families is often lacking. Hosting 2 to 3 school groups daily is strain on capacity with limited number of instructors. Often 1 to 2 instructors per student means a group of 15 children is at least 30 people strong. Conversely, students are occasionally prevented from participating for behavior which creates a mismatch where too many VT Adaptive staff show up for too few students. Splitting VT Adaptive from other groups is also a challenge.</p>	<p>Instructors to support school groups. Funding support to higher instructors. Leverage Universities as instructors.</p>	<p>Cognitive / Development Disabilities</p>
<p>Host guided climbing experiences with scientists or citizen science to collect observations and conduct research.</p>	<p>Programming</p>	<p>Stewardship Ethic Data Cross-sector</p>	<p>Participating in science and looking closely at cliff faces with professional scientists increases the love and connection with cliff faces. This could better support ecological stewardship and economic benefits and protect trails and natural areas from erosion, braiding, and harm.</p>	<p>This is a relatively new idea. Some concern about showing people where rare plants are located.</p>	<p>Funding for trail stewardship</p>	<p>Climbing</p>
<p>Strengthen and increase access to lands for hunting and fishing</p>	<p>Programming</p>	<p>Increased Access</p>	<p>Nationally, per capita only 3-5% of people hunt, but in VT it is 13%, there was a surge of interest during the pandemic that can be capitalized on. Hunting is needed for healthy forests.</p>	<p>Privitization of land and posting restrictions to access is creating a gap in access leaving hunting to only affluent population.</p>	<p>Program to incentivize open access private land</p>	<p>F&W Education and Outreach</p>

<p>Improve the economic impact of river recreation by marketing packaged experiences that invite more participants to Vermont</p>	<p>Programming Tourism Marketing Cross-sector</p>	<p>Create and market packaged excursions/adventures that connect the dots between different forms of recreation and tourism infrastructure instead of silo-ing them - bike, swim, hike, canoe with local stays in-between and luggage transfers from place to place. Create intentional experiences for people to introduce people who would like more logistics support.</p>	<p>Lots of pieces to a river adventure often piecemeal - parking, access, rides back to the car, places to stay that will transport your luggage, etc. Particularly true in small rural communities.</p>	<p>Models of success to share, with outfitters and non-profits, a general recognition that economic rewards of promoting river tourism are worth it.</p>	<p>River-Based Recreation</p>
<p>Provide affordable transportation programs to outdoor recreation destinations to reduce barriers for Veterans who want to go outside.</p>	<p>Programming</p>	<p>Transportation Low Barrier Access Increased Access</p>	<p>Programs for Veterans to learn outdoor recreation skills and get comfortable going outside exist.</p>	<p>Veterans need affordable transportation options to be able to access the outdoors on their own at times when destinations are less crowded and/or reach Veteran programs.</p>	<p>Programs that reduce the cost of transportation</p>
<p>Encourage broader Veteran participation in the outdoors by launching a Veteran outdoor recreation conference or job fair focused on opportunities in outdoor recreation.</p>	<p>Programming</p>	<p>Community Convening Increased Access Increased capacity</p>	<p>There are 40,000 veterans in VT (1/8th of VT's population). Recreation provides an opportunity for Veterans to reconnect to themselves and re-integrate into the broader community.</p>	<p>There is no conference or job fair that is focused on Veteran engagement in outdoor recreation.</p>	<p>Staff capacity to support this these types of events.</p>
<p>Support veterans outdoor recreation programs by investing in gear and guides</p>	<p>Programming</p>	<p>Low Barrier Access Equitable Access</p>	<p>VMBA has a subsidized equipment rental program that others could use as a model or could be expanded. There are also many gear libraries around Vermont that offer gear to borrow or at a lower cost. There are Veteran programs through like Vermont Adaptive's Veteran program that are intended to bring Veterans together and help them be active in the outdoors.</p>	<p>In general there is a lack of guides available in VT which means they are harder to find for scheduled events; guides are not required to have any special experience to lead programs with vets. There isn't centralized information about gear libraries or low cost gear / free resources that veterans could use to find these resources.</p>	<p>Veteran groups that sponsor outdoor rec opportunities (Josh's House, Legions, VFWs). More staff capacity to support veterans through programming or through resource support and helping them find the right places for information. Military discounts at ski resorts to encourage participation. A central list of gear libraries and/or places to find lower cost gear / free resources.</p>
<p>Provide technical assistance and business support to outdoor businesses for sustainability initiatives and adaptations necessary to survive and thrive in the face of climate change.</p>	<p>Programming</p>	<p>Sector innovation Technical Assistance Cross-sector</p>	<p>Vermont Small Business Development Center (SBDC), U.S. Small Business Administration (SBA), and others provide no cost, confidential business advising and low-cost training services. Can work with these organizations and Vermont Outdoor Business Alliance to provide technical assistance.</p>	<p>Programs don't currently exist.</p>	<p>Strengthen relationships between VOBA and SBDC, SBA. Outdoor Business Staff capacity to provide assistance. Funding for staff capacity.</p>

Provide peer-to-peer networking to foster collaborations, resource sharing, and collective support for business goals.

Community Convening Professionalization

Outdoor businesses have a lot of shared knowledge about how to be successful in Vermont. Opportunities to gather and share ideas can help new small businesses and businesses who are expanding into new areas of interest or trying to innovate in Vermont.

A peer-to-peer network doesn't currently exist. Could support conversations about becoming B Corps or achieving sustainability goals. Forge connections among winter and summer businesses to support the creation of sustainable business models and workforce. Also help matchmake outdoor creative companies with brands and marketing needs, including employing proven AI strategies.

Leader to create a space for outdoor businesses to come together and share ideas / network. Small Business Association Ascent Program focused on outdoor cohort.

Outdoor Business Workforce Development & Career Pathways