



**LEBANON CONSERVATION COMMISSION
JANUARY 8, 2026 - 6:30 PM
COUNCIL CHAMBERS, CITY HALL OR
REMOTE VIA VIRTUAL PLATFORM
LEBANONNH.GOV/LIVE**

1. Call to Order

- A. To participate in this meeting, please [join live via Microsoft Teams](#) or call 929-229-5356 (access code: 956 528 453#). If you have trouble accessing this meeting, please [email Mark Goodwin](#)

2. Election of Officers

- A. Chair and Vice Chair

3. Approval of Minutes

- A. December 13, 2025

4. Open to the Public

5. Permit Review

- A. None

6. Study Items

- A. Kleen Laundry River Restoration Project Discussion - Jon Livadas (30 mins)
B. Status Update & Review - 2026 Con Com Goals (60 mins)

7. Committee Reports

- A. Biodiversity Group (Invasives)
B. Stewardship
- Ranger
-Trail Coordinator
-Monitors and Stewards
C. Wild about Lebanon
D. Amphibian Crossings
E. LUCT/Current Use
F. Other Subcommittees

8. Other Business

- A. FYIs
B. Follow Up
C. Workshops and Educational Opportunities

9. Future Agenda Items

10. Adjournment

**Lebanon Conservation Commission Agenda
January 8, 2026**

The order of agenda items is subject to change.

Meetings are open for in-person and remote attendance. Members of the public who wish to attend remotely may do so by going to LebanonNH.gov/Live where you will find instructions on how to enter the meeting. Members of the public will be able to participate and ask questions through the City's virtual platform or by phone. Please note: Should technical difficulties occur during the meeting that disrupt virtual or phone connection(s), the meeting will continue without remote access capabilities.

Any person with a disability who wishes to attend this public meeting and needs additional accommodation, please contact the ADA coordinator at City Hall by calling 603-448-4220 at least 72 hours in advance so that the City can make any necessary arrangements.

DRAFT

LEBANON CONSERVATION COMMISSION
MEETING MINUTES
CITY COUNCIL CHAMBERS, CITY HALL
Remote Via Microsoft Teams
LebanonNH.gov/Live
December 11, 2025
6:30 PM

MEMBERS PRESENT: Sarah Riley (Chair), Bruce James (Vice Chair), Susan Almy (Alt.), Erling Heistad, Barbara Hirai, Donald Lacey, Ernst Oidtman

MEMBERS ABSENT: Chris Johnson

STAFF PRESENT: Mark Goodwin (GIS Coordinator)

1 **1. CALL TO ORDER:**

2
3 A. Chair Riley called the meeting to order at 6:31 PM.

4
5 **2. APPROVAL OF MINUTES:**

6 A. November 13, 2025

7
8 *Vice Chair Bruce James MOVED to approve the minutes as amended*
9 *Seconded by Mr. Ernst Oidtman*

10
11 **The MOTION was approved (7-0)*

12
13 Amendments:

14 Add Meeting Room 1

15 Correct - Mr. Heistad was in attendance rather than absent

16 Delete Susan Almy abstention (she was serving in Alternate role today; no voting)

17 Motions 2 thru 5 change votes to (6-0) from (7-0)

18 Motion 6 change vote to (7-0) from (8-0)

19 Pg. 4, line 13, change from less concerns to **fewer** concerns

20 Motions 7-9, change votes to (6-1) from (7-1)

21 Motion 10 change vote to (7-0) from (8-0)

22 Motion 11 change vote to (6-0) from (7-0)

23 Motion 12 change vote to (7-0) from (8-0)

24 Pg. 5, line 23 correct spelling to Labombard from LeBombard

25 Pg. 5, delete lines 32&33

26
27 **3. OPEN TO THE PUBLIC:**

28
29 **4. PERMIT REVIEW:**

30
31 **A. Mark C. & Mary E. Manikian**, Review and Comment on Zoning Board Riverbank Use
32 Variance application. Applicant proposed to construct a new 520 SF garage & associated site

1 work. Applicant requests a Use Variance pursuant to Article IV, Section 401.5 (Permitted
2 Uses), & 410.8B (Interested Parties) of the Zoning Ordinance. 69 NH Route 4A, Map 84, Lot
3 46. CC2025-05

4
5 Mr. Mark Goodwin started by providing some guidance for this permit review which falls under
6 the City's riverbank protection district which is an overlay district in the Zoning ordinance, and
7 the relevant sections of this were referenced in the packet. ConCom's role is an interested party
8 speaking to how their proposal may or may not impact natural resources. The Zoning Board will
9 take ConCom's input into consideration when they deliberate this request. ConCom can make a
10 recommendation if they choose to do so.

11
12 Mr. Don Lacey inquired how this compares to the State shoreline protection; is it more or less
13 restrictive? Mr. Goodwin said that they will also apply to the State on this which is more
14 restrictive as relates to the geographical area, but local is more restrictive in some ways.
15 Their main target audience is to the Zoning Board, and they are seeking relief to what they are
16 proposing to do.

17
18 Mr. Mark Manikian, property owner of 69 NH Route 4A, Map 84, Lot 46, started by saying they
19 are respectfully requesting an exception to their regulations on the shoreline. He is director of
20 water quality on this lake and appreciates the work that ConCom does to this end as well. He said
21 that DES has already approved what they are proposing.

22
23 They are proposing to build a detached garage next to their house; the sideline setback is not an
24 issue since it is 57 feet to the neighbor on that side. The State, in looking at the plans, wanted the
25 front of the garage flush with the front of the house and the garage front and back equal distance
26 from the lake and the street, 23' feet each way.

27
28 Mr. Manikian said that they followed that direction and have proceeded having the work done in
29 compliance with this. If they are allowed to build this, they will be reducing the impervious area
30 by 750 square feet (they are removing the driveway), so runoff into the lake will be decreased by
31 that. Also, they will be installing a cistern to collect all waters coming off of the roof, which will
32 dramatically reduce the water that is running down the hill where the garage is being built. He
33 said this will reduce the organic burden on the lake. They are seeking a variance because the
34 proposed structure is within 50 feet of the shoreland.

35
36 Chair Riley asked if any of the native vegetation would be impacted; Mr. Manikian said that no
37 trees would be removed but they would be removing some blueberries and raspberries in the
38 vicinity. Mr. Lacey asked what happens to the water from the cistern, and Mr. Manikian said it
39 will slowly seep back into the ground, similar to a septic tank. The roofline will run perpendicular
40 to the shoreline. Mr. Lacey inquired if they are building a new retaining wall and Mr. Manikian
41 responded that they are not building a new wall but plan to utilize the berry bushes and other
42 vegetation that they are moving and put these in the area near the retaining wall.

43
44 The driveway will be replaced by grass. Chair Riley said that there are best practices about
45 putting in perennial, dense native plants (that do not need to be watered) rather than grass, and
46 these native plants do better than grass. They have deep roots and they help stabilize the soil. She
47 has concerns about that much lawn so close to the lake. Mr. Manikian said that they can do this,
48 and that they are open to suggestions. She would be interested in seeing a reduction in lawn and
49 less nutrient intensive and maintenance intensive vegetation. There are lists of these plants
50 available for him to access, and she referred him to the "Soak Up the Rain Program" for more tips
51 and best practices for water management. He said that he has his own well and sewer.

1
2 Vice Chair James said that he is encouraged that they will not be removing any riparian trees near
3 the lakeshore, and that this is a relatively minor impact, and in some ways positive (e.g. capturing
4 the runoff water). Mr. Manikian said that any work they do, they think about the water quality.

5
6 Ms. Hirai asked if there are regulations around the lake. Mr. Lacey lives nearby and said that all
7 herbicides are forbidden, but that many residents ignore the regulations.

8
9 Vice Chair James said that it seems that this is a minor impact compared to much that has already
10 been done in the vicinity of this shoreline. He complimented Mr. Manikian on doing his
11 homework.

12
13 Mr. Manikian said that they have also planted many tall grasses near the water. He said no trees
14 on his property have been cut, ever.

15
16 ***Vice Chair James MOVED that they recommend to the Zoning Board to accept this***
17 ***application for an exception, with the recommendation to the owner to consider some native***
18 ***plantings, instead of the lawn, in the grassy area.***
19 ***Seconded by Mr. Ernst Oidtmann***

20
21 ****The MOTION was approved (7-0)***

22
23 Ms. Hirai said the applicant was very careful and thoughtful about this project and this could be a
24 model on how to work on the lake and wondered if they could work with whoever is enforcing
25 the regulations to help support this type of thing with their neighbors. Mr. Lacey said that there is
26 no enforcement and he ended by saying this was an exemplary application and he too thanked
27 Mr. Manikian. The applicant in turn said he would write about herbicides, and other harmful
28 chemicals, in an upcoming article that he writes for his neighbors who also own lakefront
29 property.

30
31 **5. STUDY ITEMS:**

32
33 A. Review and comment on proposed Zoning Amendments – continued from
34 November 13, 2025.

35
36 **Map Amendments:**

37
38 **Amendment 7: Labombard Road:** During the November 13, 2025 meeting, Mr. Reichert explained that
39 this area is fairly well developed. The Hatch property already has 47 acres of conservation area, and they
40 have added Elks/Dartmouth Coach, and they removed all properties on Etna Road, based on feedback
41 from property owners there. All that is green on this map is included in this amendment. Chair Riley said
42 she has concerns about converting RL-1 into GC-1. She said it's important to take into consideration the
43 topography and the tree lines and how it is zoned (e.g. Hatch property would be surrounded by GC-1).

44
45 Ms. Hirai has some concerns about the large parcels on the upper parts. Chair Riley posed if they could
46 add steep slopes protections to GC-1. Mr. Goodwin said that small changes are okay, as is taking away
47 from a map but not *adding* to it.

48
49 On December 11, 2025 the Conservation Commission resumed their discussion about **Map Amendment**
50 **7** for the next approximate 1 ½ hours, including looking at **Amendment 10** and the chart of proposed
51 **Permitted Uses and Uses by Conditional Use Permit** (see Agenda packet), and addressing concerns and

1 questions and hearing from the public. Table of uses is key and Mr. Goodwin along with ConCom also
2 discussed this at length.

3
4 Amendment 7 seeks to Rezone the several key properties in the Labombard Road area. GC-1 allows for
5 more density, such as dense, multi-family housing. RL-3 is the most restrictive.

6
7 Mr. Goodwin said that for the western section, they are thinking of what is currently in place and what the
8 intensity of this same area could be with zoning changes.

9
10 He said a logical focus for Map amendment 7 could be for the areas currently zoned IND-L proposed to
11 go to GC-1, if they look at the list of possible uses, if all of these were approved, are any of these uses
12 new, that cannot be done today? That is what to focus on. For example, if a bus terminal gets added under
13 GC-1, but you can already do a bus terminal under IND-L, then there is no difference if GC-1 gets
14 adopted. No net change. He added that between Rt 120 and Labombard Rd., it is probably a wash with a
15 change to GC-1

16
17 There are uncertainties and ambivalence in the Conservation Commission's understanding about what
18 will be allowed under GC-1, resulting in the following statement:

19
20 ***Vice Chair James MOVED that the Conservation Commission recommend under Map Amendment 7***
21 ***that the GC-1 designations be divided into three:***

22 ***The Western portion one between Route 120 and Labombard Road would be provisionally accepted***
23 ***given concerns about wetlands.***

24 ***The Northern portion would proceed as written.***

25 ***The Southern portion, they do not accept and recommend that it be left as RL-1 and RL-3 because it is***
26 ***near conservation land and it would be better protected with these current designations rather than with***
27 ***GC-1, and, the topography is somewhat limited there with steep forested slopes and power lines.***

28 ***Seconded by Mr. Don Lacey***

29
30 Mr. Jay Champion, largest property owner in the areas being discussed, spoke next and said that the
31 wetlands protections are the same, regardless of what the zone is. The proposed change would make a
32 hotel a permitted use, currently allowed because of a variance. What this would do, for example, is that it
33 would allow Mr. Champion to add 40 rooms (such as for sports teams that come to the area). So, the use
34 change would be a good thing in his opinion. He said that the GC-1 uses are more conducive to what they
35 are trying to accomplish in this area, such as trying to get a Trader Joe's here. Under IND-L, they cannot
36 do this, whereas under GC-1, they can.

37
38 He said that with the exception of the Elks properties, they have been discussing these changes for two (2)
39 years, and he does not think changing this now is a good thing. He thinks they should be voted on one
40 way or the other. He reiterated that the wetland protections are the same, no matter which way they are
41 zoned.

42
43 Lastly, he said that these changes would allow for the restrictions of residential density to be put in the
44 hands of the Planning Board which is a positive for the City of Lebanon and for him.

45
46 ****The MOTION was approved (6-1)***

47
48 **Amendment 8: Heater Road**

1 The amendment would change the parcel to GC-1. There are extensive wetlands in this area and Chair
2 Riley said that their protections won't be changed under Amendment 8, just the uses that will happen
3 adjacent to them will change.

4
5 Vice Chair James said that given what they've heard previously from the owner, he suggests that they
6 pass this amendment; Ms. Hirai agreed. The protections won't be changed for the extensive wetland that
7 are there, just the uses that will happen adjacent to them will change. Vice Chair James's logic is that there
8 has already been extensive disturbance of this land, and the owner has had the land leveled, drainage
9 seems to be effective, and so GC-1 would be most logical at this point in time.

10
11 ***Vice Chair James MOVED that the Conservation Commission approve Map Amendment 8***
12 ***Seconded by Ms. Hirai***

13
14 ****The MOTION was approved (7-0)***

15
16 **Amendment 9: Wildlife Corridor Map and Text**

17
18 This amendment requires one to go through a process in order to build or change it. The uses are not
19 changed but there will be an extra layer of Planning Board scrutiny.

20
21 The proposed blue area is considered a concentrated wildlife habitat and it deserves wildlife protection.

22
23 ***Vice Chair James MOVED that the Conservation Commission recommend that the City Council***
24 ***accept this amendment.***
25 ***Mr. Oidtmann seconded***

26
27 ****The MOTION was approved (7-0)***

28
29 ***Vice Chair James MOVED to extend this meeting 30 minutes***
30 ***Seconded by Ms. Almy***

31
32 ****The MOTION was approved (7-0)***

33
34 **Amendment 10: Northern Lebanon Use Tables & Text**

35
36 Mr. Goodwin said that this is a planning analysis and discussion and not resources. It will modify uses in
37 certain zoning districts.

38
39 ***Vice Chair James MOVED to have ConCom accept this Amendment as written (recognizing that it is***
40 ***the purview of the Planning Department staff who have created the technical language associated with***
41 ***the planning process and zoning changes and he does not think that Con Com is in a position to***
42 ***interpret this one way or the other)***
43 ***Seconded by Mr. Lacey***

44
45 ****The MOTION was not approved (3-4)***

46
47 ***Ms. Almy MOVED that the Conservation Commission does not feel capable of anticipating what this***
48 ***amendment will do to the natural resources and therefore can neither endorse nor refute the***
49 ***amendment.***

50 ***Seconded by Vice Chair James***

51 ****The MOTION was approved (7-0)***

1
2 **Amendment 13: EV Regulations Section 607.8 (LEAC Sponsored) ~~**Withdrawn~~**

3
4 **Amendment 21: EV Regulations Section 607.8 ~~**New – Added for ConCom review 12.11.25~~**

5
6 Chair Riley shared that this is an addition to the amendments based on recent results by LEAC.

7
8 Chair Riley recommends that the City Council adopt this amendment because this will provide more
9 charging opportunities in rentals and also in new construction, and encourages low power,
10 level 2 charging, so it demands less from the power grid.

11
12 *Ms. Hirai MOVED that the Conservation Commission recommends the City Council adopt*
13 *Amendment 21, the transition from fossil fuels to electric vehicles. The potential for EVs will reduce*
14 *the impact on the natural environment both in Lebanon and beyond.*

15 *Seconded by Erling Heistad*

16
17 **The MOTION was approved (7-0)*

18
19 Next, resident Dan Nash got up to speak about two amendments, first **Resident Amendment #2,**
20 **Petitioned Amendment 2:Map Amendment Rezone Parcel 26-2 on Etna Road from IND-L and RL-**
21 **3 to**

22 **GC-1. This is a proposal to rezone all or part of 26-2 to GC-1.**

23 He was unable to attend (remote connectivity issues) as he has planned for the November ConCom
24 meeting. See pages 2&3 of 6 of the November 13, 2025 Minutes. The Conservation Commission
25 approved a MOTION that they do not recommend approval of this proposed amendment as there are
26 significant natural resource elements that exist on parcel 26-2. Also, it is in direct conflict with proposed
27 zoning amendment #6 which the Conservation Commission strongly endorses.

28
29 Mr. Nash pointed out that there are almost 400 preserved acres next to the 14 acres in question. There are
30 another 18 acres that are already RL-3. They anticipate over time being able to build 3 more tree-top
31 apartment buildings, with approximately 375 units on this parcel. The land already has water, sewer,
32 power, and roadway access. The goal they have been pursuing for the past two years was to increase
33 opportunities for housing. If they decline this, the parcel has no use for the owner. He noted that there is
34 *no major water feature through this property*, noting ConCom inaccuracies.

35
36 **Petitioned Amendment #1: Map Amendment Rezoning of Parcel along Old Pine Tree Cemetery**
37 **Rd. from RL-2 to R-3.**

38 Chair Riley said that they are not against more density but ConCom was opposed to the use of a zoning
39 change to go about this; it is perhaps not the best way though they do not know what that would be. They
40 are not against having increased density, rather the mechanism of how it was proposed.

41
42 Vice Chair James said that the important thing is that Mr. Nash’s comments are now entered into the
43 public record today and that Mr. Nash has succinctly entered his concerns about both of these Proposed
44 Amendments.

45
46 As an aside, Mr. Nash had provided Mr. Reichert with maps of the proposed changes, in advance of this
47 meeting, but Mr. Reichert was unable to attend today’s meeting. He added “A picture is worth a
48 thousand words.”

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51 **6. COMMITTEE REPORTS:**

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A. Biodiversity Group (Invasives)

B. Stewardship

-Ranger

Neal Montibello, our Conservation Ranger, remains very active and is able to continue his work due to the Conservation Commission funding an additional \$5,000 (above and beyond the \$10,120 that they funded earlier this year). He has been able to work on boundary blazing.

Mr. Goodwin had not budgeted for the Jackson property mowing, and the bill just arrived. There will be a deficit of approximately \$275-\$300 maximum. Mr. Goodwin asked for an additional \$300 from the Conservation Commission Lost Fund, which will provide these funds to use if needed.

Chair Riley MOVED to approve these additional funds of \$300 from the ConCom Lost Fund. Seconded by Mr. Heistad

****The MOTION was approved (7-0)***

-Trail Coordinator

-Monitors and Stewards

C. Wild about Lebanon

D. Amphibian Crossings

E. LUCT/Current Use

F. Other Subcommittees

7. OTHER BUSINESS:

A. FYIs

B. Follow Up

C. Workshops and Educational Opportunities

8. FUTURE AGENDA ITEMS:

9. ADJOURNMENT:

Vice Chair James MOVED to adjourn the meeting.

Seconded by Ms. Almy

****The MOTION was approved (7-0)***

The meeting ended at 9:26PM.

Respectfully submitted,

Cinda Mersel

Recording Secretary

Goals for 2026 - DRAFT

Property Stewardship

- Forest Management Plans: review existing plans and assess status of recommended action items; evaluate the need for additional management plans. (MP 5.4b.2) *** Note: engage as time permits; Boston Lot the 2025 focus.*
- Review trail maintenance infrastructure needs, e.g., footbridges, etc. (MP 5.4b.2)
- Continued distribution & posting of Signage/Kiosks/Map resources (MP 5.4b.2) (SP 5.7.2) ***Note: to include updating existing Kiosks maps*
- Trail Maintenance (ongoing care of existing trails) (MP 5.4b.2 & MP 5.4b.5) (SP 5.7.3).
- Continue to explore access opportunities to conservation properties, including:
 - Goodwin Conservation Property bridge across Great Brook (SP?)
 - Alana Cole ADA opportunities (SP?)
 - Other ADA opportunities

Education / Outreach

- Explore Water Resource Education & Protection initiatives
 - Participation in the 2025 Mascoma Watershed Planning Study (SP?)
- Continued support for Wild About Lebanon (MP 5.6a.5) (SP 5.7.1)
- Host Amphibian Crossing Program (SP5.9.4)
- Host bi-annual Mascoma River clean-up (SP 5.8.3)
- Participation with the Upper Valley Forest Health Work Group (SP?)
- Increased awareness and encouragement for land protection (MP 5.6a.4)
 - *Note: updated CoL ConCom Program Web Page*

Land Conservation

- Expand the conservation land portfolio within the City of Lebanon (MP 5.4a.1) (SP 5.6.2) *Note: areas of interest for 2025 to include, Starr Hill Area; Mouth of the Mascoma; Bakers Crossing*
- ~~Work with the Upper Valley Land Trust regarding adding to the Signal Hill conserved property (SP 5.6.1)~~
- Work with the Upper Valley Land Trust regarding permanently protecting Baker's Crossing (SP 5.6.2)
- Review and modify as needed existing regulations related to OS protection (e.g., ridgeline, aquifer, steep slopes, etc.) (MP 5.2b.2 & MP 5.5a.4) Steep slopes (SP 5.9.1)
- Assess the feasibility mitigation projects as part of the of Wetland Permit process

- Implement recommendations from the Northern Lebanon Study (SP 5.9.3)
- Implement recommendations from the wildlife corridor plans (SP 5.9.3)
- Examine the applicability of a vernal pool overlay district (SP 5.9.2)
- Conduct review of existing steep slope regulations (SP 5.9.1)

Miscellaneous

- Explore LOST Fund Investment Opportunities
- Continue to pursue participation in the NH F&G doe harvest program (SP 5.6.3)
- Innovative stormwater regulations existing in the Site Plan regulations to be migrated to the sub-division regulations as appropriate (SP 5.8.2)
- Continue to be involved in the inclusion of green infrastructure to the max extent possible for the pending Exit 18 project. *** ConCom request to add to the SP*
- Incorporate **aquatic passage** and **wildlife friendly designs** into **culvert replacement projects** city-wide in line with NH Stream Crossing Initiative. (MP 5.2.22 MP) *** ConCom request to add to the SP*
- Work with DPW to **reduce road salt use** near sensitive habitat areas. *** ConCom request to add to the SP*