

Resolution Authorizing the Transition of the Executive Director Position from Part-Time to Full-Time and Approving Compensation and Benefits

A regular meeting of the Troy Community Land Bank Corporation (the "TCLB") was convened in public session at TCLB Offices 871 River St, suite 1, Troy, New York 12180 in the City of Troy, Rensselaer County, New York on October 21st, 2026 at 8:30 a.m. o'clock local time.

The meeting was called to order by the Chair of TCLB and, upon roll being called, the following members of the TCLB were:

DIRECTORS PRESENT :

Board Member	Title	Present (Y/N)
Jamie Magur	Chair	N
Suzanne Spellen	Vice-Chair	Y
Monica Kurzejeski	Treasurer	Y
Brian Barker	Secretary	Y
Bob Connolly	Member	Y
Andrew Cooper	Member	Y
Seamus Donnelly	Member	N
Brian Sano	Member	Y
Tamara DeMartino	Member	Y
Kim Ashe-McPherson	Member	<i>N</i>

LAND BANK STAFF/COUNSEL PRESENT INCLUDED THE FOLLOWING:

Name	Title
Brad Lewis	Chief Executive Officer/Executive Director
Paul Donnelly	Director of Operation
Michelle Marinello, Esq.	Counsel

The following resolution was offered by ML, seconded by AC, to wit:

WHEREAS, the Troy Community Land Bank has experienced significant growth in its property rehabilitation activities, housing development initiatives, homeowner repair programs, property management responsibilities, and overall organizational operations; and

WHEREAS, the Executive Director position is currently structured as a part-time position, despite the increasing administrative, financial, operational, and strategic responsibilities necessary to carry out the Land Bank's mission; and

WHEREAS, the Board of Directors (the "Board") recognizes that transitioning the Executive Director position to full-time employment will provide greater organizational capacity, strengthen oversight of

ongoing projects, improve operational efficiency, and support the Land Bank's continued growth and long-term sustainability;

WHEREAS, the Board has reviewed the Land Bank's Budget and determined that the transition to a full-time Executive Director position is in the best interests of the organization; and

WHEREAS, the Board desires to delegate authority to the Land Bank's Executive Committee to negotiate an offer letter for full time employment with the Executive Director.

NOW, THEREFORE, BE IT RESOLVED that the Board hereby:

1. Authorizes the Executive Committee to develop and negotiate an offer letter for the Executive Director's full-time employment, including all compensation and benefits offered to the Executive Director.
2. Authorizes the Executive Committee and Treasurer to take all necessary administrative actions to implement the transition, including payroll adjustments, retirement plan arrangements, and updates to employment records and applicable policies.

BE IT FURTHER RESOLVED, that this resolution shall take effect immediately upon adoption.

CERTIFICATION

The question of the adoption of the foregoing Resolution was duly put to a vote on roll call, which resulted as follows:

Board Member	Vote
Jamie Magur	—
Suzanne Spellen	Y
Monica Kurzejeski	Y
Brian Barker	Y
Bob Connolly	Y
Andrew Cooper	Y
Seamus Donnelly	—
Brian Sano	Y
Tamara DeMartino	Y
Kim Ashe-McPherson	—

The foregoing Resolution was thereupon declared duly adopted, meeting the requirements of the Land Bank's bylaws requiring a majority of the Board approving this resolution.

Kim Ashe-McPherson	~
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The foregoing Resolution was thereupon declared duly adopted, meeting the requirements of the Land Bank's bylaws requiring a majority of the Board approving this resolution.

STATE OF NEW YORK)

) SS.:

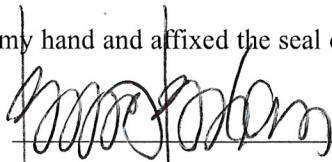
COUNTY OF RENSSELAER)

I, the undersigned Secretary of the TROY COMMUNITY LAND BANK CORPORATION DOES HEREBY CERTIFY, that I have compared the foregoing annexed extract of the minutes of the meeting of the members of the Land Bank, including the Resolution contained therein, held on October 21, 2026 with the original thereof on file in my office, and that the same is a true and correct copy of said original and of such Resolution contained therein and of the whole of said original so far as the same relates to the subject matters therein referred to.

I FURTHER CERTIFY that (A) all members of the Land Bank had due notice of said meeting; (B) said meeting was in all respects duly held; (C) pursuant to Article 7 of the Public Officers Law (the "Open Meetings Law"), said meeting was open to the general public, and due notice of the time and place of said meeting was duly given in accordance with such Open Meeting Law; (D) there was a quorum of the members of the Land Bank present throughout said meeting; and (E) Pursuant to the Land Bank Bylaws, a majority of the Board has voted to approve this resolution.

I FURTHER CERTIFY that, as of the date hereof, the attached Resolution is in full force and effect and has not been amended, repealed or rescinded.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of the Land Bank this 21st day of OCTOBER, 2026.



Brian Barker, Secretary (SEAL)