



Executive Committee Meeting

April 14th, 2026 at 2PM

Brewer Code Enforcement Room

Agenda

1) Call to Order

2) Public Comment

Members of the public in attendance of today's meeting have an opportunity to provide public comment on today's agenda items.

3) Approval of January 13th, 2026 BACTS Executive Committee Meeting Minutes (Attachment A)

4) 2026 Goals and Strategies (Attachment B)

Staff Report

Discussion on the Goals and Strategies for BACTS in 2026.

Proposed Action - For discussion only.

5) BACTS Personnel Policies - Proposed Updates (Attachment to be provided at Meeting)

Staff Report

Discussion on proposed changes to specific BACTS Personnel Policies.

Proposed Action - Approve proposed changes to BACTS Personnel Policies, as discussed.

6) Executive Director Review Process

Staff Report

Discussion on Executive Director annual review process.

Proposed Action - For discussion only.

7) Policy Committee Meeting Schedule

Staff Report

Discussion on moving Policy Committees to virtually monthly with once per quarter being an in person meeting.

February - TIP (Big Breakfast Day, Potluck?)

May/June - HCP Review (Coffee/Donuts, could be a 'project ride' on the trolley?)

August - UPI Review (Outing at OBC)

December - Workplan (Luncheon/Pet Supply Drive)

Proposed Action - For discussion only.

8) BACTS Project Updates

Staff Report

Discussion on BACTS projects and plans going forward.



Proposed Action - For discussion only.

9) Upcoming Meetings

Policy Committee - April 21st, 2026

Executive Committee

- July 14th at 2PM - Hampden Council Chambers
- October 6th at 2PM - Brewer Code Enforcement Room
- October 29th at 2PM - Zoom (Executive Director Annual Review Discussion)
- November 5th at 2PM - Hampden Council Chambers (Including Executive Director Annual Review)



Attachment A

Executive Committee Meeting

January 13th, 2026 at 2PM at Bangor Meeting Room

Minutes

Attendees: Jeremy Caron, Jefferson Davis, Linda Johns, Amy Ryder-Johnson

Staff: Belle Ryder

1) Call to Order

Called to order at 1:00 by Jeremy Caron

2) Public Comment

No Public Comment

3) Approval of November 6th, 2025 BACTS Executive Committee Meeting Minutes and Strategic Plan Update Adoption (Electronic Notification)

Moved by Amy Ryder-Johnson, seconded by Linda Johns. All in favor.

4) 2026 Goals and Strategies

Staff Report

Discussion on the Goals and Strategies for BACTS in 2026.

5) Executive Director Review Process

Staff Report

Discussion on Executive Director annual review process.

6) BACTS Project Updates

Staff Report

Discussion on BACTS projects and plans going forward.

7) Upcoming Meetings

Policy Committee - January 20th, 2026

Transit Committee - April 15th, 2026 (Tentative)

Executive Committee -

- April 14th at 2PM - Brewer City Hall
- July 14th at 2PM - Hampden Council Chambers
- October 6th at 2PM - Brewer Code Enforcement Room
- October 29th at 2PM - Zoom (Executive Director Annual Review Discussion)
- November 5th at 2PM - Hampden Council Chambers (Including Executive Director Annual Review)

The meeting adjourned at 3:35 PM.

BACTS Goals and Strategies

2026

Staff: Belle Ryder, Executive Director

Strategy 1: Strengthen Member Recognition of BACTS' Role and Value in Advancing Local Transportation Priorities

Goal:

Increase Policy Committee and member community understanding of BACTS' responsibilities, authority, and influence in regional and local transportation planning, and demonstrate the value BACTS provides to its member communities.

Performance metrics:

- Incorporate clear explanations of BACTS' role, responsibilities, and decision points into Policy Committee meeting materials and presentations. Include a brief acronym list and glossary with the agendas to help new members understand the meeting materials.
- Provide additional context during Policy Committee meetings, particularly around ongoing projects that may have started before members joined the Policy Committee.
- Develop and distribute plain-language on-boarding materials explaining BACTS' planning functions and processes for new Policy Committee members and elected officials.
- Work with members to develop and deliver projects, both through the new MaineDOT Memorandum of Understanding and other avenues of funding that may be available (MPIs, VPIs, federal grants, etc).

Strategy 2: Strengthen Organizational Culture Through Collaborative Supervision and Professional Development

Goal:

Improve internal culture by fostering collaborative supervision, clear expectations, and meaningful professional development opportunities for staff.

Performance metrics:

- Continue regular supervisory check-ins focused on collaboration, workload balance, and professional growth.
- Support staff participation in relevant trainings, conferences, and peer exchanges.
- Encourage cross-training and shared ownership of projects to improve resilience and teamwork.

- Maintain a work environment that values transparency, feedback, and continuous improvement.

Strategy 3: Improve Understanding of Funding Sources and Future Project Prioritization

Goal:

Improve understanding of transportation funding sources, constraints, and how projects are prioritized for future programming.

Performance metrics:

- Provide regular overviews of federal, state, and discretionary funding sources available to the region.
- Clearly explain how funding limitations and eligibility requirements affect project selection.
- Improve transparency around project prioritization processes, including criteria and long-range implications, particularly through the MaineDOT MOU initiatives.
- Connect funding discussions to local priorities and long-term regional planning goals.