



MassLand E-News
The Newsletter of the Massachusetts
Land Conservation Community
August 19, 2019
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In this issue:

- [1\) MassLand News - Climate Change Communication for Land Trusts Workshop: Learning from Peers](#)
- [2\) MassLand News - MassLand Steering Committee Meeting](#)
- [3\) MassLand News - MassLand hiring Coordinator](#)
- [4\) MassLand News - Bench Dedicated to Kathy McGrath](#)
- [5\) MassLand News - MassLand Statement in Support of Conservation Land Tax Credit](#)
- [6\) Policy - Permanent Increase to Community Preservation Act Trust Fund signed into FY2020 Budget](#)
- [7\) Policy - Public Hearing for Proposed Changes to Massachusetts list of Endangered, Threatened, and Special Concern Species](#)
- [8\) News - Funds Awarded to Protect Coastal Water Quality](#)
- [9\) News - From Farm to Grassland](#)
- [10\) News - Attempt to Control Nitrogen in New Bedford Pond](#)
- [11\) News - Deadline Extended for Written Comments on Agricultural Composting](#)

[Regulations](#)

[12\) News - Wetlands Photo Contest Winners](#)

[13\) News - Top 10 Waterfront Campsites of Massachusetts](#)

[14\) Events - 35th MA Tomato Contest-- MA Department of Agricultural Resources](#)

[15\) Events - Annual Meeting-- The Compact of Cape Cod Conservation Trusts](#)

[16\) Events - Nature-- The Trustees of Reservation](#)

[17\) Events - Arcadia Folk Festival-- Mass Audubon](#)

[18\) Events - Picture This: Your Great Outdoors Photo Contest 2019-- Mass Audubon](#)

[19\) Conferences - Rally 2019: The National Land Conservation Conference-- Land Trust Alliance](#)

[20\) Conferences - MassTrails Conference](#)

[21\) Conferences - Massachusetts Town Forest Conference](#)

[22\) Conferences - ALPINE Annual Meeting-- Wildlands & Woodlands](#)

[23\) Workshops and Trainings - Education Sessions-- Philanthropy Partners of the Cape and Islands](#)

[24\) Workshops and Trainings - Gather on the Grasses-- Cape Wildlife Center & Orenda Wildlife Land Trust](#)

[25\) Workshops and Trainings - Clean Water Wednesdays-- Barnstable Clean Water Coalition](#)

[26\) Workshops and Trainings - Climate Change Communication for Land Trusts Workshop: Learning from Peers](#)

[27\) Workshops and Trainings - The Basics of Trail Design and Construction-- Mass Audubon](#)

[28\) Workshops and Trainings - Conservation Through Use-- Massachusetts Association of Conservation Commissions](#)

[29\) Workshops and Trainings - Basic Wetland Delineation: Vegetation-- Massachusetts Association of Conservation Commissions](#)

[30\) Workshops and Trainings - Planning for a New Sustainable Trail-- Mass Audubon](#)

[31\) Webinars - The Chickadee's Guide to Gardening: Why Native Plants Matter to Songbirds and the Food They Eat-- Ecological Landscape Alliance](#)

[32\) Webinars - Overview of Conservation Commissions-- Massachusetts Association of Conservation Commissions](#)

[33\) Grants - In Lieu Fee Program-- MA Department of Fish and Game](#)

[34\) Grants - Wildlife Restoration Grant Program-- U.S. Fish and Wildlife Service](#)

[35\) Grants - MassWildlife Habitat Management Grant-- Massachusetts Division of Fisheries and Wildlife](#)

[36\) Grants - Recovery Implementation Grant-- U.S. Fish and Wildlife Service](#)

[37\) Grants - Strategic Focus Grants-- Cape Cod Foundation](#)

[38\) Grants - Partners for Fish and Wildlife-- U.S. Fish and Wildlife Service](#)

[39\) Jobs - Coordinator-- Massachusetts Land Trust Coalition](#)

[40\) Jobs - Director of Policy-- The Trustees of Reservations](#)

[41\) Jobs - Nantucket Sanctuary Director-- Mass Audubon](#)

[42\) Jobs - Regional Coordinator-- Municipal Vulnerability Preparedness Program](#)

[43\) Jobs - Stewardship Specialist-- Massachusetts Department of Fish and Game](#)

[44\) Jobs - Farm Viability and Business Training Coordinator-- MA Department of Agricultural Resources](#)

[45\) Jobs - Chief Philanthropy Officer-- TerraCorps](#)

[46\) Jobs - Habitat Conservation Environmental Specialist-- Integrated Statistics, Inc](#)

[47\) Jobs - Environmental Litigation Attorney-- National Environmental Law Center](#)

[48\) Jobs - Conservation Agent-- Town of Falmouth](#)

[49\) Jobs - Executive Director-- Valley Conservation Council](#)

[50\) Jobs - Administrative Assistant-- Town of Grafton](#)

MASSLAND NEWS

1) Climate Change Communication for Land Trusts Workshop: Learning from Peers

Thursday, September 12, 9:00am-1:30pm

Mass Audubon Farm Life Center at Drumlin Farm, 208 South Great Road, Lincoln, MA

Cost: \$10. Registration will be available on the MassLand [website](#). There will be 35 tickets available. Learn how to communicate more effectively about climate change using research-based guidance developed specifically for land trusts by Land Trust Alliance. The objectives of this workshop are to 1) reinforce foundational communication principles and 2) learn how to use best practices to generate effective communication products focusing on climate change, using examples of work by peers. This will include discussion of climate-communication pitfalls and recommendations, opportunities to practice communication skills through hands-on activities, and structured time to workshop your own communication products with feedback from peers.

2) MassLand Steering Committee Meeting

Save the Date: MassLand's fall Steering Committee meeting will be held Friday, September 27, starting at 10 a.m. The location is yet to be determined. A reminder with agenda will be sent closer to the date.

[Back to top](#)

3) MassLand hiring Coordinator

Massachusetts Land Trust Coalition works to advance land protection in Massachusetts by providing education, tools, networking, and advocacy support for land trusts and their partners. We intend to hire a part-time (24 hours per week) coordinator to oversee and coordinate the essential functions of our operations, including the supervision of part-time employees as well as interacting with the Massachusetts land trust community. MLTC is a growing organization and for the right candidate, this position could offer the potential for growth and advancement. The position is ideally suited for an organized, detail-oriented, self-starter with strong interpersonal skills. The ability to prioritize assignments, write and communicate clearly, manage multiple tasks, and problem solve is essential. Experience in land conservation is strongly preferred. The job requires an individual who can work independently on a variety of tasks, but is also resourceful enough to seek out advice and support when needed. Experience with nonprofits, fundraising, office administration, Massachusetts land conservation, and event planning is a plus. Proficiency with Excel and Word (specifically mail merge) is essential; strong writing and verbal skills and a BA/BS are required. For more information, read the full posting [here](#), and submit applications to info@massland.org.

[Back to top](#)

4) Bench Dedicated to Kathy McGrath

Kathy McGrath, long-time valued employee of MassLand, relaxes on a bench dedicated to her, in front of the MassLand office.



[Back to top](#)

5) MassLand Statement in Support of Conservation Land Tax Credit

MassLand Board President Buzz Constable gave testimony to the Joint Committee on Revenue in support of two standalone bills that would support the Conservation Land Tax Credit (CLTC). The CLTC is an important tool for land protection that gives a refundable conservation land tax credit for qualified donations of land to conservation agencies. Increased funding to the CLTC would eliminate the backlog of this successful program and would improve the CLTC's ability to encourage and support land

conservation efforts in Massachusetts. Read the testimony [here](#).

[Back to top](#)

POLICY

6) Permanent Increase to Community Preservation Act Trust Fund signed into FY2020 Budget

Sourced from Community Preservation Coalition press release, July 31, 2019.

On July 31, Governor Baker signed the FY2020 state budget, which included a permanent increase to the Community Preservation Act (CPA) Trust Fund. This long awaited increase is expected to raise an additional \$36 million for the CPA Trust Fund annually. This increased funding will come from increased recording fees at the Registries of Deeds. The CPA is an important smart growth tool that provides funds to communities across Massachusetts to preserve open spaces and historic sites, create affordable housing, and develop outdoor recreation facilities. This program not only protects natural places across Massachusetts, but also strengthens local economies and the tourism industry. Many members of the legislature and the Land Trust community worked to make this permanent increase to the CPA Trust Fund possible. For more information, visit the Community Preservation Coalition's [website](#).

[Back to top](#)

7) Public Hearing for Proposed changes to Massachusetts list of Endangered, Threatened, and Special Concern species

Proposed updates to the Massachusetts List of Endangered, Threatened, and Special Concern species (the MESA List) are up for a stage of public hearing and comment. A total of 17 species would be affected by the proposed changes. The public hearing will be held on August 28, at 1:00pm at the Division of Fisheries and Wildlife's Field Headquarters in Westborough MA. Information on the public hearing is available [here](#). A summary of the proposed changes is [here](#), and the full list of changes can be read [here](#).

[Back to top](#)

NEWS

8) Funds Awarded to Protect Coastal Water Quality

Sourced from Executive Office of Energy & Environmental Affairs Press Release, by Katie Gronendyke, August 1, 2019.

The state has awarded \$500,000 in grants to support efforts to protect coastal water quality and habitat through the Office of Coastal Zone Management's Coastal Pollutant Remediation grant program. The goal of this program is to protect coastal habitats by eliminating nonpoint sources of pollution, where pollutants are carried by surface water, groundwater, and drainage systems to the ocean. The projects funded

include the construction of bioretention ponds and infiltration trenches to treat stormwater runoff into Alewife Brook in Arlington, the construction of green infrastructure to treat stormwater runoff in Barnstable, and the construction of porous pavement and sand filters to treat bacteria and nutrients in stormwater in Sandwich. For more information and the full list of funded projects, read [here](#).

[Back to top](#)

9) From Farm to Grassland

Sourced from Wildlands Trust, by Roxey Lay, August 5, 2019.

While land trusts and conservation groups in Massachusetts are often associated with forest and wetland conservation, they also protect grassland habitat. Grasslands are an important habitat for many species, including pollinators like bees, which are suffering from declines globally- in New England, 14 species of bees have experienced 90% population declines. The natural state of grasslands in Massachusetts is forest, and concentrated conservation efforts are needed to protect grasslands in the state to maintain these areas and provide habitat for pollinators, flowering plants, and other grassland species. For more information on efforts to protect grassland habitat, read this article from [Wildlands Trust](#).

[Back to top](#)

10) Attempt to Control Nitrogen in New Bedford Pond

Sourced from South Coast Today, by Jennette Barnes, July 18, 2019.

The New Bedford Conservation Commission has approved a plan to use nitrogen metabolizing bacteria to rehabilitate a city pond. Excessive nitrogen and phosphorus entering Buttonwood Pond has created overgrowth of algae and plants, deoxygenating the water and leading to recent fish kills. Advance Marine Technologies is using Buttonwood Pond as a demonstration project to illustrate the effectiveness of Microbe-Lift, the product that will be used to control the overgrowth of algae, if the state has no objections. The rehabilitation effort will be free to the city. For more information, read [here](#).

[Back to top](#)

11) Deadline Extended for Written Comments on Agricultural Composting Regulations

Sourced from MA Department of Agricultural Resources

The Department of Agricultural Resources has extended the deadline for written comments on the Agricultural Composting Regulations, 330 CMR 25:00. Written comments will now be accepted until 5:00pm on Tuesday, September 3, 2019. Comments must be submitted by e-mail to dorothy.du.@mass.gov or by mail to Dorothy Du, 251 Causeway Street, 5th Floor, Boston. The proposed regulation is available [here](#).

[Back to top](#)

12)Wetlands Photo Contest Winners

The Massachusetts Association of Conservation Commissions has announced the winners of their 2019 Wetlands Photo Contest. See the winning photographs and learn more about this annual photo contest [here](#).

[Back to top](#)

13)Top 10 Waterfront Campsites of Massachusetts

Sourced from The Patriot Ledger, by Randy Julius, July 20, 2019

MassWildlife and the Department of Conservation and Recreation have created a list of the top ten waterfront campsites across the commonwealth. These state parks, forests, and recreation areas are a cheap opportunity for Massachusetts residents to hike, fish, swim, and boat their way through some of the most beautiful parts of Massachusetts. For the full list and contact information for the ten parks, visit [here](#).

[Back to top](#)

EVENTS

14) 35th MA Tomato Contest-- MA Department of Agricultural Resources

Tuesday, August 27, 9:00am-1:00pm

Boston Public Market, 100 Hanover St, Boston

The 35th Annual Massachusetts Tomato Contest will be held in the KITCHEN at the Boston Public Market on Tuesday, August 27th. Tomatoes will be judged by a panel of experts on flavor, firmness/slicing quality, exterior color, and shape. Four categories: Slicing, Cherry, Heirloom, as well as Heaviest! Always a lively and fun event, the day is designed to increase awareness of Massachusetts grown produce. Farmers who will join us in Boston can bring tomatoes to the market between 9:00 am and 10:45 am on Tuesday, August 27th, or can drop tomatoes off with a registration form to one of the drop off locations on August 26th. These tomatoes will be brought to Boston. For the complete details, including drop off locations, contest criteria, and a registration form, visit [here](#).

[Back to top](#)

15)Annual Meeting-- The Compact of Cape Cod Conservation Trusts

Wednesday, September 4, 5:00pm

12 Main St, Chatham MA

The Compact of Cape Cod Conservation Trusts will hold its 33rd annual meeting on September 4. The Board of Directors, local staff, Chatham Conservation Foundation (CCF) board, and guests are invited to attend. The meeting will consist of a short business meeting, election of officers, and the presentation of the Ansel B. Chaplin Award for Excellence in Open Space Protection to David Doherty, former CCF president.

[Back to top](#)

16) Nature-- The Trustees of Reservations

September 13-29

Old Manse, Concord MA

The Trustees is pleased to announce a return of *Nature*, a walking play that explores humankind's relationship to nature through the eyes of two of America's greatest environmental voices and friends, Ralph Waldo Emerson and Henry David Thoreau. For those of you who weren't able to experience *Nature* at the Old Manse in the fall of 2017, it is an immersive, entertaining, and deeply thought-provoking experience that invites audience members to follow the actors as the play's scenes unfold in the grassy meadows and native woodlands around the property where Emerson wrote his famous essay "Nature" and where he and Thoreau discussed and debated the issues of the day. *Nature* runs at the Old Manse in Concord September 13-29, with evening, weekend matinee, and special Saturday morning performances. Tickets may be purchased at The Trustees [website](#)

[Back to top](#)

17)Arcadia Folk Festival-- Mass Audubon

Saturday, September 28

Arcadia Wildlife Sanctuary, Easthampton MA

Join Mass Audubon for its second annual Arcadia Folk Festival. This outdoor music festival will bring together music, local food, and craft vendors to celebrate the 75th anniversary of the Arcadia Wildlife Sanctuary. Tickets are \$45, and can be purchased at Arcadia Wildlife Sanctuary or online [here](#).

[Back to top](#)

18)Picture This: Your Great Outdoors Photo Contest 2019-- Mass Audubon

Submission Deadline: Monday September 30

Mass Audubon is seeking photos that highlight people outdoors and the natural beauty of Massachusetts for their annual photo contest. Photos are submitted as one of the following categories: people in nature, birds, mammals, other animals, landscapes, and plants and fungi. Photos must have been taken in Massachusetts. To submit photos or see previous winners, visit [here](#).

[Back to top](#)

CONFERENCES

19)Rally 2019: The National Land Conservation Conference-- Land Trust Alliance

October 17-19, 2019

Raleigh Convention Center, Raleigh, North Carolina

The Land Trust Alliance is hosting it's 32nd annual Rally: The National Land Conservation Conference. A gathering of nearly 2,000 land conservation practitioners, Rally is a training and networking conference that offers more than 130 education sessions, networking events, field trips, and exhibits. For a full list of events at Rally '19, visit [here](#). Early bird registration lasts until August 19 and is \$435 for land trust members and \$570 for the general public. For more information and to register, visit [here](#).

[Back to top](#)

20)MassTrails Conference

October 31-November 2
Leominster, MA

Hosted by the Massachusetts Department of Conservation and Recreation and the Massachusetts Recreation Trails Advisory Board, the 2019 MassTrails Conference will be an opportunity to share trail project knowledge, take informative trail trips, and attend hands-on trail related workshops. For more information and to register, visit [here](#).

[Back to top](#)

21)Massachusetts Town Forest Conference

Saturday, September 14, 8:30am-3:30pm
Sherborn, MA

This unique annual event promises to engage and foster partnerships between the diverse professionals and volunteers that play a collaborative role in the management of community forests, including foresters, planners, arborists, conservation commission members, land trusts, non-profit organizations, forest landowners, and many more. Co-hosted by the Town of Sherborn, MA Department of Conservation and Recreation, and USDA Forest Service, this day of forest and farm events will include guided hikes, birds of prey demonstrations, and educational events about forest management and wildlife habitat. Families and children are welcome, and a free lunch will be provided to everyone who registers. For more information and to register, visit [here](#). For more information on the history of Massachusetts' forests, read [here](#).

[Back to top](#)

22)ALPINE Annual Meeting-- Wildlands & Woodlands

Friday, October 11, 9:00am-4:00pm
UMass Amherst

The Academics for Land Protection in New England (ALPINE) 2019 Annual Meeting will be held at UMass Amherst in October. This day-long meeting is an opportunity for participants to discuss various topics relevant to the advancement of land protection efforts in New England. Discussion topics include the permanent protection of academic lands, how to connect students with land trusts and other conservation

practitioners, new research and curriculum resources in land conservation, and how to educate and train the next generation of conservation professionals. The ALPINE Annual Meeting will take place from 9:00am to 1:00pm with lunch included. The meeting will be followed by the Charles W. Foster Award Reception from 2:00pm to 4:00pm. For more information read [here](#), and register [here](#).

[Back to top](#)

WORKSHOPS AND TRAININGS

23) Education Sessions-- Philanthropy Partners of the Cape and Islands

Tuesday, August 20, 9:00am-4:00pm
The Hyannis Golf Course, Hyannis MA

Join the Philanthropy Partners at a series of two sessions covering organizational development plans and fundraising software. The first session is "Principles and Techniques of a Fundraising Plan," and will cover how to build, execute, and sustain a fundraising plan. The second session is "No More Buyer's Remorse," a guide to evaluating and buying fundraising software to create a full picture of systems and data flow, understand requirements for your organization's goals, and communicate effectively with the software vendor. The first session runs from 9:00am-12:00pm, and the second session lasts from 1:00pm-4:00pm. Cost is \$35 for one session, or \$60 for both, and lunch is provided between the sessions. For more information and to register, visit [here](#).

[Back to top](#)

24) Gather on the Grasses-- Cape Wildlife Center & Orenda Wildlife Land Trust

Thursday, August 27, 11:00am-12:00pm
Cape Wildlife Center, 4011 Main Street, Route 6A in Barnstable

Bring your own picnic and blanket to spread on the ground for Gather on the Grasses, an informal and engaging lecture for anyone interested in Cape Cod wildlife and preserving open spaces. Gather is hosted by Zak Mertz, executive director of the Cape Wildlife Center (CWC), and Theresa Barbo, executive director of the Orenda Wildlife Land Trust. The event is free and open to the public. The Cape Wildlife Center campus covers five acres. All you'll need is a blanket and/or chairs, and if you'd like, something to eat and drink. And your curiosity! A special appearance by Falco, the CWC's Education Red-Tailed Hawk, is highly anticipated! For more information, visit [here](#).

[Back to top](#)

25) Clean Water Wednesdays-- Barnstable Clean Water Coalition

Wednesday, September 11, 6:30pm-8:30pm
Cape Cod Beer, Hyannis MA

Barnstable Clean Water Coalition and Cape Cod Beer are partnering to host a monthly

education series on topics related to pressing water quality issues. The next event on September 11 will cover Oysters and Shellfishing. For more information and the full list of events, read [here](#).

[Back to top](#)

26)Climate Change Communication for Land Trusts Workshop: Learning from Peers

Thursday, September 12, 9:00am-1:30pm

Mass Audubon Farm Life Center at Drumlin Farm, 208 South Great Road, Lincoln, MA

Cost: \$10. Registration will be available on the MassLand [website](#). There will be 35 tickets available. Learn how to communicate more effectively about climate change using research-based guidance developed specifically for land trusts by Land Trust Alliance. The objectives of this workshop are to 1) reinforce foundational communication principles and 2) learn how to use best practices to generate effective communication products focusing on climate change, using examples of work by peers. This will include discussion of climate-communication pitfalls and recommendations, opportunities to practice communication skills through hands-on activities, and structured time to workshop your own communication products with feedback from peers.

[Back to top](#)

27) The Basics of Trail Design and Construction-- Mass Audubon

Thursday, September 12, 9:00am-3:00pm

Broadmoor Wildlife Sanctuary, Natick MA

This is part of a Trails Workshop series for land managers, conservation professionals, friends groups, and volunteers to teach best practices in multi-use trail maintenance and construction, including high-quality and sustainable trail stewardship. Participants will learn key elements of sustainable trail design and how to incorporate them into trail layout and construction. This session will guide participants on identification of trail issues/impacts and explore possible solutions. Other topics include site assessment, developing work plans, implementation, and maintenance. Please bring a field lunch and water bottle. Additional information will be emailed to participants. Cost is \$25. For more information and to register, visit [here](#).

[Back to top](#)

28)Conservation Through Use-- Massachusetts Association of Conservation Commissions

Friday, September 13, 11:00am-2:00pm

Garden in the Woods, Framingham MA

Humans are increasingly disconnected from wild places due to overuse of land and limited access to public lands. Join Seed Bank Coordinator Michael Piantedosi for a talk and discussion on conservation methods by which wildlife and wild lands actually benefit from direct human interaction. For more information and to register, visit [here](#).

[Back to top](#)

29)Basic Wetland Delineation: Vegetation-- Massachusetts Association of Conservation Commissions

Saturday, September 14th, 8:30am-4:00pm
Marion Town House, 2 Spring Street, Marion MA

This training will focus on learning how to use a key to identify plants and understanding the Department of Environmental Protection's (DEP) Bordering Vegetated Wetland Delineation Field Data Form: Section I. Vegetation. This workshop is co-sponsored by the Buzzards Bay National Estuary Program. Lunch and the DEP delineation manual are included with this workshop. Please bring a pencil/pen and calculator. Fieldwork will be conducted in the afternoon, so please dress appropriately. Course is limited to 15 participants, so register [here](#).

[Back to top](#)

30)Planning for a New Sustainable Trail-- Mass Audubon

Thursday, September 26, 9:00am-2:00pm
Broadmoor Wildlife Sanctuary, Natick

Explore locating a new trail and relocating an existing one for habitat protection, user comfort, safety, and interpretive features. This is part of a Trails Workshop series for land managers, conservation professionals, friends groups, and volunteers to teach best practices in multi-use trail maintenance and construction, including high-quality and sustainable trail stewardship. Participants will explore locating a new trail and relocating an existing one for habitat protection, user comfort and safety, and interpretive features. Budget, funding, resources, volunteer recruitment, and management will be discussed in the field and in the classroom. Cost is \$25, and please bring a field lunch and water bottle. For more information and to register, visit [here](#).

[Back to top](#)

WEBINARS

31)The Chickadee's Guide to Gardening: Why Native Plants Matter to Songbirds and the Food They Eat-- Ecological Landscape Alliance

Wednesday, September 11, 7:00pm-8:00pm

Residential landscapes and gardening practices can have a positive (or negative) impact on wildlife. In this webinar, Dr. Desiree Narango will speak about her research studying plant and wildlife interactions. The talk will focus on her recent work comparing the contributions of native and non-native plants to food webs by studying breeding birds in Washington D.C. suburban yards. In addition, she will talk about the relationships between plants and insects, why insects matter to birds, and steps you can take to maintain these relationships. This webinar is free for members and \$10 for nonmembers. Read more and register [here](#).

[Back to top](#)

32) Overview of Conservation Commissions-- Massachusetts Association of Conservation Commissions

Wednesday, September 18, 6:00-8:30pm

The Massachusetts Association of Conservation Commissions (MACC) Unit 101 class provides an overview of conservation commissions' organizational structure, key responsibilities, funding and fees, and how they build relationships with local, state, and federal agencies. Cost is \$55 for MACC members and \$75 for non-members. For more information and to register, visit [here](#).

[Back to top](#)

GRANTS

33) In Lieu Fee Program-- MA Department of Fish and Game

Deadline: August 30, 2019

The MA Department of Fish and Game (DFG) In Lieu Fee (ILF) Program is seeking pre-proposals for aquatic resource preservation, restoration, and/or enhancement projects. Massachusetts cities, towns, state agencies, academic institutions, certified 501(c)(3) non-profit organizations, and other public entities may apply. Please see the Request for Pre-proposals (RFP) for information on project eligibility, available funding, and priorities in the ILF Program Service Areas. The RFP and examples of approved ILF projects are available on DFG's ILF Program [website](#). An application form is included in the RFP. Pre-proposals should be submitted directly to the ILF Program Administrator via email at aisling.oshea@mass.gov. For questions, please contact the ILF Program Administrator via email or call (617) 626-1605. Pre-proposals are due by August 30, 2019 at 5pm.

[Back to top](#)

34) Wildlife Restoration Grant Program-- U.S. Fish and Wildlife Service

Deadline: August 31, 2019

The Wildlife Restoration Grant Program awards funds to projects performing conservation-based management of wildlife and habitat. Eligible projects include land acquisition, improvement of wildlife habitat, habitat restoration, wildlife population surveys, and wildlife management. Grants are only open to state and territorial agencies. For more information and eligibility, read [here](#).

[Back to top](#)

35) MassWildlife Habitat Management Grant-- Massachusetts Division of Fisheries and Wildlife

Deadline: September 2, 2019

The MassWildlife Habitat Management Grant Program (MHMGP) provides financial assistance to private and municipal landowners of conserved lands to enhance wildlife habitat while promoting public access for outdoor recreation. Over the past 4 years, the MHMGP has awarded over \$1.5M in funding to 28 different organizations and individuals for 63 habitat projects. The MHMGP encourages landowners to engage in active habitat management on their properties to benefit many types of wildlife, including species of greatest conservation need and game species. Although MassWildlife and other conservation organizations have made unprecedented investments in land acquisition in Massachusetts, land protection alone is not enough to guarantee the persistence of the Commonwealth's diverse wildlife. Investment in habitat restoration and management is urgently needed on public and private lands across the state. To address this need, MassWildlife and the Executive Office of Energy and Environmental Affairs have substantially increased their investment in habitat management on state wildlife lands and are committed to working with partners to promote these efforts on other conserved lands across the state. Eligible applicants are owners of private or municipal conserved lands in the Commonwealth of Massachusetts. Conserved land is defined as property protected by a Conservation Restriction or Easement, an Agricultural Protection Restriction, land enrolled in Chapter 61,61A/B, land subject to a current Landowner Incentive Program covenant, land owned in fee by a non-profit organization whose primary mission is the conservation of land, municipal land under the care and control of the town conservation commission and town forests; or an entity under equivalent protection as determined by MassWildlife staff. For more information and to apply, visit [here](#) or contact Program Coordinator James Burnham, at james.burnham@mass.gov.

[Back to top](#)

36) Recovery Implementation Grant-- U.S. Fish and Wildlife Service

Deadline: September 3, 2019

The U.S. Fish and Wildlife Service (FWS) provides Federal financial assistance on a competitive basis to States, other Federal agencies, landowners, educators, non-profit organizations, researchers, and other partners to secure information about endangered, threatened or candidate species, to aid in the recovery of these species, to avert listing of species pursuant to the Endangered Species Act, and to help conserve the ecosystems upon which these species depend. This Recovery Implementation funding opportunity is intended for projects that will contribute to the recovery of FWS-managed endangered and threatened species in the United States, and is limited to projects carrying out actions described in a species' approved recovery document, for example: securing scientific information about endangered or threatened species, implementing restoration actions that will lead to delisting of a species, help prevent extinction of a species, or aid in the recovery of a species. For more information and to apply, visit [here](#).

[Back to top](#)

37) Strategic Focus Grants-- Cape Cod Foundation

Deadline: September 10, 2019

The Cape Cod Foundation is accepting applications for their Strategic Funds Grants Program, which addresses strategic initiatives and long-range organizational capacity building. Grants will be available to improve nonprofit effectiveness and organizational infrastructure, expand staff and organizational growth, support collaborative projects that address complex regional needs, and expand existing programs with a proven track record of success. Funded projects must benefit residents of Barnstable County. A Letter of Inquiry is due by September 10 using the form [here](#). The deadline for selected projects will be November 11.

[Back to top](#)

38) Partners for Fish and Wildlife-- U.S. Fish and Wildlife Service

Deadline: September 30, 2019

The Partners for Fish and Wildlife (PFW) Program is a voluntary, incentive-based program that provides direct technical assistance and financial assistance in the form of cooperative and grant agreements to private landowners to restore and conserve fish and wildlife habitat for the benefit of federal trust resources. The PFW Program is delivered through more than 250 full-time staff active in all 50 States and territories. Partners for Fish and Wildlife Program staff coordinate with project partners, stakeholders, and other Service programs to identify geographic focus areas and develop habitat conservation priorities within these focus areas. Geographic focus areas define where the program directs resources to conserve habitat for federal trust species. Project work plans are developed strategically, in coordination with partners, and with substantial involvement from Service field staff. The program has been in existence since 1987 and has over 30 years of successful delivery. Project selection will seek to align or support the Secretary's priorities. It also advance the Department of the Interior's mission, U.S. Fish and Wildlife Service's mission, and PFW's mission, promote biological diversity, and based upon sound scientific biological principles. Program strategic plans inform the types of projects funded under this opportunity. For more information and to apply, visit [here](#).

[Back to top](#)

JOBS

39) Coordinator-- Massachusetts Land Trust Coalition

Massachusetts Land Trust Coalition works to advance land protection in Massachusetts by providing education, tools, networking, and advocacy support for land trusts and their partners. We intend to hire a part-time (24 hours per week) coordinator to oversee and coordinate the essential functions of our operations, including the supervision of part-time employees as well as interacting with the Massachusetts land trust community. MLTC is a growing organization and for the right candidate, this position could offer the potential for growth and advancement. The position is ideally suited for an organized, detail-oriented, self-starter with strong interpersonal skills. The ability to prioritize assignments, write and communicate clearly, manage multiple tasks, and problem solve is essential. Experience in land conservation is strongly preferred. The job requires an individual who can work

independently on a variety of tasks, but is also resourceful enough to seek out advice and support when needed. Experience with nonprofits, fundraising, office administration, Massachusetts land conservation, and event planning is a plus. Proficiency with Excel and Word (specifically mail merge) is essential; strong writing and verbal skills and a BA/BS are required. For more information, read the full posting [here](#), and submit applications to info@massland.org.

[Back to top](#)

40) Director of Policy-- The Trustees of Reservations

The Director of Policy will further existing, and develop new public policy priorities and strategic approaches for advancing the mission of The Trustees. Through leadership, collaboration, and strategic communications, the Director of Policy will continue to position and grow the organization as an active and influential member of the conservation and cultural resources advocacy community working to address policy, funding, legislation, and other actions that impact The Trustees' work and the quality of life in Massachusetts communities. Key mission areas of focus include conservation, with an emphasis on coastal conservation, cultural and historic resources, agriculture, natural resources, and public access and recreation. Applicants should have at least five years experience in government affairs, advocacy, policy, or community organization, and experience with networking and strategic planning. This is a full-time position based in the The Trustees' Boston office. For more information and to apply, visit [here](#).

[Back to top](#)

41) Nantucket Sanctuary Director-- Mass Audubon

Mass Audubon is seeking an entrepreneurial, inspirational leader with a background in land stewardship, habitat management, non-profit management, donor development, environmental science, and education to serve as Sanctuary Director of Mass Audubon's properties on Nantucket. The Sanctuary Director encourages innovation and creativity, and works collaboratively with island members, donors, partners and volunteers to achieve the sanctuary's strategic goals. The properties on Nantucket include the 875 acre Sesachacha Heathlands Wildlife Sanctuary, 77 acre Lost Farm, and 17 acre Smith's Point Wildlife Sanctuary. Staff housing for the Sanctuary Director at Lost Farm is available if needed. For more information and how to apply, please see [here](#).

[Back to top](#)

42) Regional Coordinator-- Municipal Vulnerability Preparedness Program

The Municipal Vulnerability Preparedness (MVP) Program is hiring six regional coordinators to provide technical assistance, foster shared learning, and conduct grant management within their region of Massachusetts. Regional coordinators will work directly with city and town officials to support communities through the MVP,

which provides support to communities in Massachusetts to begin the process of planning for climate change. Responsibilities include supporting MVP communities with planning and action grants, project management, community outreach on climate change and the MVP program, technical support, and program and network development. For more information and to apply, visit [here](#).

[Back to top](#)

43) Stewardship Specialist-- Massachusetts Department of Fish and Game

The MA Department of Fish and Game is hiring a stewardship specialist for the Northeast Wildlife District. Responsibilities include mapping and marking conservation restrictions and wildlife management areas, carrying out habitat restoration and management projects, managing databases, investigating illegal trespassing and encroachment, identifying work projects, and investigating compliance with trail licenses. Applicants should have a bachelor's degree in natural resource conservation, wildlife/fisheries biology, ecology, or a related field, a knowledge of conservation laws, rules, and regulations, and experience with GPS, topographic maps, and survey plans. For more information and to apply, visit [here](#).

[Back to top](#)

44) Farm Viability and Business Training Coordinator-- MA Department of Agricultural Resources

The MA Department of Agricultural Resources (MDAR) is hiring a full-time contractor to work from their western MA office. Responsibilities include coordinating MDAR's Agricultural Preservation Restriction program, providing stewardship support to Farm Viability Enhancement Program participants, facilitating the Growing Your Farm business planning course to help farmers develop a farm business plan, and managing project budgets and reports. Applicants should have a strong understanding of the needs of the MA agricultural sector, more than three years experience in the agricultural industry or a related field, and a degree related to planning, finance, and business. This position is based in West Springfield. For more information and to apply, visit [here](#).

[Back to top](#)

45) Chief Philanthropy Officer-- TerraCorps

TerraCorps is hiring a Chief Philanthropy Officer, who is responsible for building a culture of abundance that unleashes TerraCorps' potential to create environmental and social change. As a key member of TerraCorps' self-managed, cross-functional teams, the Chief Philanthropy Officer collaborates daily to identify resource needs and lead the creation of financing strategies that maximize the TerraCorps experience for all stakeholders and energize growth into new geographies. Applicants should have experience with national service programs, and experience with AmeriCorps or TerraCorps is a plus. Position will be based out of Lowell MA, and the application deadline is August 31. For more information and to apply, visit [here](#).

[Back to top](#)

46) *Habitat Conservation Environmental Specialist-- Integrated Statistics, Inc.*

Integrated Statistics is hiring an environmental specialist, focused on habitat conservation, to work with the National Oceanic and Atmospheric Administration (NOAA) Greater Atlantic Regional Field Office (GARFO). The environmental specialist will assist GARFO with the review of Endangered Species Act and Essential Fish Habitat (EFH) consultations and with the development of programmatic consultations. Responsibilities will include conducting reviews of federal actions to determine which are most appropriate for a programmatic consultation, reviewing EFH assessments and other environmental analyses, providing technical analysis of EFH assessments, conducting literature reviews to obtain background information, drafting reports and reviews, and attending meetings, conferences, and site visits. Applicants should have a bachelor's degree or higher in natural resource management, biological science, or a related field, at least eight years of relevant experience in environmental policy, and experience with project management. For more information and to apply, visit [here](#).

[Back to top](#)

47) *Environmental Litigation Attorney-- National Environmental Law Center*

The National Environmental Law Center (NELC) is hiring a staff attorney to join their environmental litigation team in their Boston office. The litigation attorney will take responsibility for all aspects of NELC's federal court litigation. Although supervision is always available, there will be ample and immediate opportunity for considerable individual responsibility. Working in conjunction with more senior staff, the litigation attorney will be responsible for case development, legal research, drafting pleadings and briefs, working collaboratively with other NELC attorneys and staff, clients, and witnesses, participating in hearings and trials, and negotiating settlement agreements. Applicants should have two to five years litigation experience, relevant experience with science, engineering, politics, journalism, or government, and excellent writing and research skills. For more information and to apply, visit [here](#).

[Back to top](#)

48) *Conservation Agent-- Town of Falmouth*

The Town of Falmouth is currently recruiting for a full time Conservation Agent. Responsibilities include attending public hearings and preparing public hearing notices, participating in weekly evening Commission meetings, reviewing building permit applications, assisting the public with the filing process required by the Wetlands Protection Act and the Falmouth Wetland Protection Bylaw, and participating in land management activities. Applicants should have a college degree in the natural sciences, land use management, or related field and a working

knowledge of Massachusetts Conservation Law and the Wetlands Protection Act. For more information and to apply, visit [here](#).

[Back to top](#)

49) Executive Director-- Valley Conservation Council

Valley Conservation Council (VCC) seeks an ambitious, experienced, and enthusiastic Executive Director to lead the next chapter of our organization's history. Responsibilities will include providing strong organizational leadership, engaging in short-term and long-term strategic planning, and cultivating relationships with members, donors, other foundations, and government agencies. The executive director will also be responsible for being the public face of the organization, and working with partner organizations. Applicants should have experience working for a land trust or conservation organization, experience working for a board of directors, familiarity with donor development databases, and experience preparing grant proposals. For more information and to apply, visit [here](#).

[Back to top](#)

50) Administrative Assistant-- Town of Grafton

The Town of Grafton is hiring an administrative assistant to work with the conservation agent for the provision of administrative, bookkeeping, and clerical services in support of the Conservation Commission. Responsibilities include provision of a wide range of administrative and clerical duties in support of the Conservation Department, providing information to the public, reviewing permit filings, maintaining accounts, and distributing legal notices. Applicants should have a knowledge of the department's computer system and software applications, ability to work independently, and have strong written and oral skills. For more information and to apply, visit [here](#).

[Back to top](#)

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