



MASSACHUSETTS LAND TRUST COALITION

MassLand E-News
The Newsletter of the Massachusetts
Land Conservation Community

April 16, 2019

Volume 17, Number 02

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MASSLAND NEWS

1) Massachusetts Land Conservation Conference

Thanks to those of you who attended the 2019 Massachusetts Land Conservation Conference! This year's conference, Enhancing Community Through The Land, was a great success, attracting over 500 conference attendees. We are so glad you could be with us. Our sincere thanks to our sponsors, speakers, volunteers, exhibitors, and our keynote speaker Gina McCarthy for making this annual conference possible. For conference materials, please visit [here](#). Please let us know what you thought of the conference by providing feedback [here](#).

2) 2 for 1: Spring Challenge Campaign Begins!

Please consider doubling your impact this spring with a gift to the Massachusetts Land Trust Coalition. Every dollar donated this spring will be matched by one additional dollar (up to \$10,000), thanks to a gift from an anonymous donor and members of the MassLand board. Thank you very much for your support in advancing land conservation throughout Massachusetts. To explore ways to give, please visit [here](#).

3) Record Keeping Initiative Participants Announced

On April 5th, the Massachusetts Land Trust Coalition and the Land Trust Alliance announced the participants of the 2019 Massachusetts Record Keeping Initiative. Congratulations to the six small or all volunteer land trusts who have been invited to participate in this initiative during 2019! The Initiative aims to address the backlog of land trusts' records management needs at a substantially reduced cost, and assist land trusts in adopting sound records management policies and procedures. For more information about the Initiative, please visit [here](#).

CALL TO ACTION

4) Action Alert: Conservation Land Tax Credit

Please contact your Massachusetts State Representative ASAP and ask him/her to support Amendment #1202 to the State Operating Budget, which would increase the annual cap for the Conservation Land Tax Credit (CLTC) program. Filed by Minority Leader, State Representative Bradley Jones, this amendment has 23 co-sponsors!

House budget debate begins the week of April 22rd, so the land community needs to make contact now. The sooner you can make your call, the more momentum we can build for the amendment!

All it takes is a quick call or email to their office (under five minutes). Contact information for your legislator (searchable by municipality) can be found [here](#). For a fact sheet on the CLTC program and proposed changes, please click [here](#). Below is a sample call "script" and email that you can send to your State Representative (feel free to augment it with the additional information in the [fact sheet](#) or a story about a landowner you worked with who has been able to take advantage of, or is on the wait list for, the tax credit).

Dear Representative _____: As part of a [land conservation organization] in your district, I am contacting you to ask you to co-sponsor and support Amendment #1202 to the House budget for the Conservation Land Tax Credit program filed by Representative Brad Jones, the Minority Leader. The amendment would increase the annual cap to eliminate the backlog of this successful program and enable our organization to collaborate with private landowners to conserve land for farming, forestry, wildlife and clean water.

Thank you for your consideration of this request.

Your Name and Org/Group [Give your home address or org address, whichever is in their district]

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5) **Great News for CPA-- House Funds Community Preservation Act**

For the first time, the Fiscal Year 2020 state budget released this month by the House Committee on Ways and Means included an increase in funding for the statewide Community Preservation Act (CPA) Trust Fund, calling for an additional \$36 million in annual funding to provide a higher state match to all CPA communities in November of 2020. The Community Preservation Coalition and CPA advocates statewide, including you, have been lobbying for this increase for several years. Without these new funds, CPA cities and towns are expected to receive only an 11% match on their local revenue in 2019. The proposed language in the House Budget would increase this match to approximately 30% in 2020.

This is a huge win, but we're not there yet! Building off of this momentum, the Community Preservation Coalition has launched a campaign site at SaveCPA.org where you can sign up for action alerts and contact your legislators throughout the rest of the budget process this spring! Next stop is the Senate budget. The Senate passed this provision last legislative session, and we're hopeful that with continued advocacy the Senate will again support CPA and send the bill to Governor Baker's desk for his signature.

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6) **Public Lands Preservation Act Hearing April 23**

The Public Lands Preservation Act (S.459 & H.732) is scheduled to be heard on April 23. This bill, proposed by Senator James B. Eldridge and Representative Ruth B. Balsler, would ensure that Article 97 of the state constitution would not be undermined by changes in administration and will continue to provide protection for conservation areas, forests, and watershed lands. This act would also help preserve lands important to buffering against the effects of climate change and would clarify the Article 97 land transfer process, saving municipalities time and money. Members of the Massachusetts land trust community are invited to submit written testimony on the proposed bill, and to attend the hearing before the Joint Committee on Environment, Natural Resources and Agriculture at 10:00 am on April 23 at the State House, Hearing room A-2. Read the text of the Public Lands Preservation Act [here](#). A fact sheet about the bill is available [here](#), as are example testimonies from other land trusts [here](#) and [here](#).

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7) **Charitable Conservation Easement Program Integrity Act**

Legislation currently proposed in Congress would help prevent abuses of conservation tax incentives. Some conservation easement donations are being used as tax shelters and for profit, with \$6 billion in unwarranted tax deductions claimed in 2016. S.170, the Charitable Conservation Easement Program Integrity Act introduced by Senator Steve Daines of Montana, would crack down on these questionable transactions and help ensure that conservation tax incentives would benefit truly charitable donations. For background information on conservation easement abuses read [here](#), and read the Land Trust Alliance statement on S. 170 [here](#). The Senate Finance Committee has launched an investigation into potential abuse of conservation easement transactions,

which can be read [here](#).

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NEWS

8) Land Conservation helps Local Economies

Paraphrased from Science Daily, March 26, 2019

A study conducted by scientists from Harvard Forest, Amherst College, Boston University, and the Highstead Foundation found that land conservation efforts benefit local economies and that employment rises as land protection efforts increase. Much of this increase in employment may be the result of new jobs in tourism, recreation, and sustainable forestry that result from land conservation. This effect was strongest in more rural parts of the region. Additionally, the study found non-statistically significant increases in median household income and overall population as land conservation increased. The study notes that future research should include information on property values and tax revenues to more fully understand the cost and benefits of land conservation. This study was published in the journal Conservation Biology and analyzed information from 1,500 towns in New England from 1990-2015. For more information, read the study summary [here](#). Several articles summarizing the study can be found [here](#) and [here](#).

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9) \$1.5 million Awarded through Landscape Partnership Grant Program

Paraphrased from Mass.gov Press Release, March 21, 2019

Governor Baker awarded more than \$1.5 million to two conservation projects through the Landscape Partnership Grant Program (LPGP). The Rivers to Range project received funds to create a biological connection between the Connecticut River and the Mt. Holyoke Range by purchasing 765 acres of the Connecticut River valley. The Norcross Hill Conservation Project received funds to purchase 570 acres of land to create conservation corridors in the Millers River Watershed. Created in 2011, the LPGP funds large scale projects in Massachusetts that protect ecosystems, support farm communities, and create outdoor recreational areas. Read the press release [here](#).

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10) New England Landscape Futures Explorer released

Excerpts from Mass Audubon's Beacon Hill roundup, March 18, 2019

Harvard Forest has released the New England Landscape Futures (NELF) Explorer, a tool that maps potential land-use outcomes and describes the future conditions of New England's forests. Combining information from more than 200 scientists and stakeholders, this program shows the estimated condition of New England's forests in 2060 under recent trends, as well as under alternative scenarios based on global trends and local decision making. For more information about NELF, read [here](#). Use the NELF Explorer [here](#).

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11) Increasing focus on Forests to Protect Water Quality

Paraphrased from Open Space Institute

States are increasingly focusing their water quality efforts on protecting upstream forested watersheds. An important source of federal funds for protecting water quality is the Clean Water State Revolving Funds (CWSRF). While 96% of CWSRF loans are used for grey infrastructure projects, such as waste water treatment plants, many states have begun using CWSRF funds to fund forest land protection efforts that will benefit water quality. Because forests do not generate the revenue to pay back these loans like wastewater treatment plants do, states are using other sources of repayment, such as timber harvesting, municipal funds from cities that benefit from these protected forests, and carbon credits. For more information, read [here](#).

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12) Coastal Restoration Proposal Controversial

Paraphrased from Scientific American, by Thomas Frank, March 26, 2019

A coastal conservation plan proposed by the U.S. Fish and Wildlife service would increase conservation land and increase climate change resilience along the east coast. This extension, which would add 275,000 acres to a federal protection zone, would be one of the largest expansions of the Coastal Barrier Resources system. However, coastal communities have expressed concern that the growth of coastal conservation lands would decrease beach tourism, harming local economies. A recent report by the National Audubon Society found that in addition to protecting coastal habitat, these protection zones have reduced infrastructure and building in coastal areas and have saved taxpayers an estimated \$9.5 billion in disaster aid. For more information, read [here](#).

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13) Accounting for Unintended Consequences of Land Conservation

Paraphrased from *Conservation Letters*, February 6, 2019, Rebecca L. Lewison, et al.

A paper in the journal *Conservation Letters* highlights the unintended consequences of land conservation. The paper discusses how when policies are enacted to protect valuable natural resources, harvest efforts sometimes are intensified in non-protected areas, creating no net-gain in environmental protection. For example, the use of biofuels as a more sustainable fuel source has increased tropical deforestation as landowners convert forest to farmland to produce biofuels. The authors suggest that conservation efforts must follow integrated approaches that use demand-side policies, multilateral international coordination, and broad international coordination. Read the paper [here](#) and a discussion of it [here](#).

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14) Forests an Important Tool in Fighting Climate Change

Paraphrased from *Scientific American*, Han de Groot, April 2019

A *Scientific American* article discussing the importance of forest conservation describes how forests can be instrumental in fighting climate change. While many strategies to combat climate change focus on reducing emissions, forests actively remove carbon from the atmosphere, with a single tree able to store an average of 48 pounds of carbon dioxide per year. Additionally, conserved forests filter water, support biodiversity, and can support communities through sustainable forestry, especially in developing countries. One initiative to conserve forests, the Bonn Challenge, aims to restore 150 million hectares of forest by 2020, while the New York Declaration of Forests aims to halve global deforestation by 2020. Read the article [here](#).

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EVENTS

15) Earth Day 2019

Monday April 22, 2019

Earth Day this year is Monday, April 22. Organizations across Massachusetts will be holding Earth Day related events throughout the month of April. For a list of related events across the Commonwealth, visit [here](#).

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16) Statewide Volunteer Day-- Mass Audubon

Saturday April 27, 2019

Mass Audubon is hosting its 13th Annual Statewide Volunteer Day. Members of the public can help Mass Audubon's conservation efforts by volunteering at 14 wildlife sanctuaries across the state participating in the event. Volunteers will connect with nature as they help sanctuaries begin their spring season with a variety of projects including invasive plant removal, trail maintenance, and habitat restoration. To see participating Mass Audubon sanctuaries, visit [here](#). For volunteer opportunities with the Massachusetts Department of Conservation and Recreation, visit [here](#).

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17) Woodland Connections for Women

Sunday May 5, 2019, Westhampton MA

Saturday May 11, 2019, Orange MA

Attention women who own forest land! There are two Woodland Connections for Women events happening in May 2019. These events are a great way to connect with other women landowners in your community and learn about conservation options. For more information, read [here](#). To register for the May 5th event or learn more, email HLTlandsteward@thetrustees.org or call 413-628-4485 ext. 4. To register for the May 11th event, email wells@mountgrace.org or call 978-248-2043.

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18) Rich Hubbard's Retirement Celebration

Saturday, June 15, 1:00pm-4:00pm

Apex Orchards, 225 Peckville Rd, Shelburne Falls, MA 01370

Please join the Franklin Land Trust in celebrating Rich Hubbard and his many meaningful accomplishments as FLT's Executive Director and a conservation practitioner in Massachusetts. Attendees will gather at beautiful Apex Orchards in Shelburne on June 15th from 1-4pm to celebrate Rich's legacy of land conservation over drinks and appetizers. Enjoy the stunning view and raise a glass to a man who has devoted his career to protecting the land we love. For more information and to RSVP <http://www.franklinlandtrust.org/events/rich>. Can't attend but would love to honor Rich's accomplishments? Send stories and photographs to: mlsabourin@franklinlandtrust.org

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19) Spotlight on Natives Photo Contest-- Ecological Landscape Alliance

The Ecological Landscape Alliance (ELA) is hosting a photo contest to highlight the beauty of native plants. Participants are encouraged to submit photos of local native plants in a natural or garden setting. Plants must be native to the region where the photo is taken, and the species and location must be included in the submission. The photo contest deadline is Friday, May 31, and the winner will receive a one-year ELA membership. For rules and submission information, read more [here](#).

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CONFERENCES/TRAININGS

20) MA Open Space Conference-- MA Association of Conservation Commissions

Saturday April 27, 2019 9:00am-3:30pm

Mount Wachusett Community College, 444 Green St, Gardner, MA 01440

This conference will be an opportunity to build partnerships and share resources for land conservation projects through planning, outreach, and stewardship. The schedule is available [here](#) and for more information, visit [here](#).

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21) Local Environmental Action Conference

Saturday April 27, 2019 9:00am-4:30pm

Worcester State University Center, 486 Chandler St, Worcester MA, 01602

The Local Environmental Action Conference will be an opportunity for community

leaders, environmental advocates, and community members to network, develop skills, and discuss new ideas. Conference workshop topics will include community organization, developing local solutions to environmental issues, climate action plans, and building relationships with local officials. For information and to register, visit [here](#).

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22) South Shore Climate Change Symposium-- Mass Audubon

Thursday May 9, 2019 8:30am-3:30pm
673 Main St, Norwell MA, 02061

Mass Audubon will host a symposium presenting current research on climate change and its impacts on coastal Massachusetts. Topics will include sea level rise, anticipated changes in precipitation, flooding, and changes to groundwater levels. Registration is \$20, and closes May 1. Register and read the agenda [here](#).

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23) Symposium on Advanced Legal Topics in Land Conservation-- Land Trust Alliance

June 13-14, 2019
Biltmore Hotel, Providence, Rhode Island

The Land Trust Alliance is hosting it's seventh annual Symposium on Advanced Legal Topics in Land Conservation in Providence, Rhode Island. Topics at the two-day conference will include exploring trends in conservation easement cases, drafting challenges in land division, balancing public access with land protection, and the latest IRS views on conservation easements. Cost for early-bird registration before 5/15 is \$495 for Land Trust Alliance member land trust staff, \$595 general admission, and \$325 student admission. For more information and to register, visit [here](#).

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WORKSHOPS AND TRAININGS

24) Municipal Culvert Replacement Training

Thursday April 18, 2019
Boxford, MA

The MA Division of Ecological Restoration is hosting a free half day training on how to replace culverts to allow for natural river processes while allowing stormwater flows to pass safely. The training will include classroom and onsite sessions. To register, contact Brian Kelder at (617) 626-1541 or brian.kelder@mass.gov.

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25) Estate Planning Workshop

Thursday April 18, 2019

Horace Mann Center, Westfield State University, Westfield, MA

Creating a plan for the future of your land and figuring out your options can be an overwhelming process. Come to one of these workshops for an overview of essential estate planning tools that help you accomplish your goals, whether they are minimizing taxes, passing the land on to the next generation, or keeping it open and undeveloped in the future. For more information on estate planning, read [here](#). Please reserve your seat in advance. To RSVP: email info@franklinlandtrust.org or call (413) 625-9151.

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26) Social Science Basics for Coastal Managers-- MA Department of Conservation and Recreation

Wednesday April 24, 2019, 9:00am-4:30pm

Waquoit Bay Reserve Visitor Center, 131 Waquoit Highway, Waquoit MA

Conservation decisions must consider the people who live, work, and explore near conservation areas. This workshop will discuss how social sciences can be used as an important, but often overlooked, part of coastal zone management. Discussion topics will include understanding stakeholders, conducting interviews, and writing effectively for the public. Registration closes April 19th. For more information and to register, visit [here](#).

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27) Fundamentals 103: Plan Review and Site Visit Procedures-- MA Association of Conservation Commissions

Saturday May 4, 2019 9:00am

Barnstable Town Hall Hearing Room, Hyannis, MA

The MA Association of Conservation Commissions (MACC) is hosting a training event to prepare land conservation staff to better understand engineering plans and develop site visit protocols. Topics will include understanding engineering maps and plans, essential equipment for site visits, and environmental conditions and human activities to look for during site visits. Cost is \$55 for MACC members and \$75 for non-members. For more information and to register, visit [here](#).

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28) Spring Greetings from Woodland Wildflowers-- Grow Native Massachusetts

Thursday May 23, 2019, 5:30pm-7:45pm

Middlesex Fells Reservation, Medford, MA

Grow Native Massachusetts will host an event focusing on the flowering plants of Massachusetts' woodlands. Led by Meredith Gallogly, the Manager of Programs at Grow Native Massachusetts, the event will teach attendees to identify some of these flower species and learn best practices for including them in landscape designs. Cost is

\$28 for members, \$38 for non-members. For more information and to register, visit [here](#).

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WEBINARS

29) *Trying Times: Conservation Easements and Federal Tax Law*

Friday May 3, 2019, 11:00am-3:00pm ET

The University of Utah College of Law is holding a speaker panel on how federal tax law influences conservation restrictions and the finances of land conservation. Members of land trusts, government agencies, appraisers, judges, and anyone interested in land conservation is encouraged to attend in person or online. Cost is \$100 for appraisers and CPAs, \$30 for members of nonprofits or the general public, and \$10 for students. For more information and to register, visit [here](#).

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GRANTS

30) *Volunteer Conservation Photography for Massachusetts Non-profit Organizations*

Photographing the natural world can show people what nature is today, which encourages people to protect it. And conservation photography can also demonstrate the threats of change - both immediate and long term - and its effect on the environment. Photographer Norm Eggert is interested in working with Massachusetts based non-profit organizations to not only show people what our natural world looks like right now, but also to show people how some changes to the environment can affect us all. If your organization has a project or if you know of changes to the environment where photography will help to educate people, Mr. Eggert would be very happy to discuss how he can help with his photography on a volunteer basis. For contact information and to view his photography, visit his website [here](#).

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31) *Coastal and Marine Habitat Restoration Grants-- National Oceanic and Atmospheric Administration*

Deadline: April 16, 2019

The National Oceanic and Atmospheric Administration is awarding grants ranging from \$75,000 to \$3 million for projects focusing on habitat protection and restoration in coastal and marine habitat. This grant prioritizes projects that focus on promoting healthy ecosystems, protecting resources, and providing community and economic benefits. Universities, non-profits, commercial organizations, as well as state, local, and tribal governments are eligible to apply. Information on the grant is [here](#).

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32) Municipal Vulnerability Preparedness Action Grant-- Executive Office of Energy and Environmental Affairs

Deadline: April 19, 2019

The Executive Office of Energy and Environmental Affairs is accepting applications for its Municipal Vulnerability Preparedness (MVP) Action grant. The grant will fund municipal projects to address climate change impacts. Eligible projects include in-depth risk assessment projects, public education, ecological restoration to enhance climate change resistance, and green infrastructure that provides services to the community. For the full list of eligible project types and other restrictions, visit [here](#).

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33) Conservation Alliance Grants

Deadline: May 1, 2019 for letter of inquiry

Conservation Alliance is awarding grants of up to \$50,000 for projects that directly benefit habitat conservation efforts. Eligible projects must focus on protecting a specific wildland or waterway, engage grassroots citizen action to support conservation efforts, and have a clear recreational benefit. Non-profit organizations are invited to apply by June 1, 2019, with a letter of inquiry required by May 1, 2019. For more information, read [here](#).

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34) Farm Viability Enhancement Program-- MA Department of Agricultural Resources

Deadline: May 7, 2019

The Farm Viability Enhancement Program provides business planning and technical assistance program to help established commercial farms identify strategies to increase farm viability such as new or expanded enterprises, increased productivity, marketing, and/or environmental sustainability. Participants selected to participate in the program may be offered grant funds of \$25,000 to \$125,000 to implement strategies identified during the planning process in return for signing an agricultural covenant on the farm property to keep it in agricultural use for a 5 or 10-year term. Eligible uses of funds are capital projects on the farm such as building or repairing barns, farmstands or other agricultural buildings, modernizing equipment, or improving food processing capacity. For more information and to apply, visit [here](#).

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35) APR Improvement Program-- MA Department of Agricultural Resources

Deadline: May 7, 2019

The APR Improvement Program (AIP) helps sustain active commercial farming on land that has already been protected through the Agricultural Preservation Restriction (APR) Program. AIP provides business planning and technical assistance to farmers selected to participate in the program. Grants from \$25,000 up to \$100,000 may be

available on a reimbursement basis to implement strategies identified through the planning process improve farm productivity and profitability of participating APR farms. AIP funds are used primarily for capital improvements, such as constructing or repairing barns, farm stands, livestock housing, or processing facilities; or land management, such as reseeding hay fields, pasture improvements, fencing, or establishing perennial crops. For more information and to apply, visit [here](#).

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36) Matching Enterprise Grants for Agriculture-- MA Department of Agricultural Resources

Deadline: May 7, 2019

The Matching Enterprise Grants for Agriculture is a reimbursement grant program that assists beginning farmers who are between 1 and 5 years in business by providing business planning and technical assistance. Grant funds of up to \$10,000 are available on a 1:1 matching cost reimbursement basis to assist participating farmers who aspire to develop their farms into commercially viable operations. Funds are typically used for equipment, infrastructure, or other capital improvements to implement strategies identified during the planning process to help the business grow. For more information and to apply, visit [here](#).

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37) National Coastal Wetlands Conservation Grant Program-- U.S. Department of the Interior

Deadline: June 28, 2019

The U.S. Department of the Interior is awarding grants of up to \$1 million to assist in the acquisition, restoration, management, or enhancement of coastal wetlands for long-term conservation. State agencies are eligible for this grant. For more information and application procedures, visit [here](#).

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38) Parkland Acquisitions and Renovations for Communities Grant Program-- MA Division of Conservation Services

Deadline: July 11, 2019

The Parkland Acquisitions and Renovations for Communities Grant Program is accepting applications for municipalities seeking funding to purchase and develop land for park and outdoor recreation programs, or make improvements to existing parks. Any city with a population of 35,000 or more, or a park/recreation commission, is eligible to apply for a grant of up to \$400,000. Grant deadline is July 11, 2019, and two grant workshops will be held on May 15 and 16. Read more [here](#).

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39) Local Acquisitions for Natural Diversity Grant Program-- MA Division

of Conservation Services

Deadline: July 11, 2019

The Local Acquisitions for Natural Diversity Grant Program reimburses Massachusetts communities purchasing land for conservation use. Municipal conservation and agricultural commissions may use the grants for the purchase of land or purchase of a conservation restriction on forests, fields, wetlands, wildlife habitat, or unique natural, cultural, or historic resources. Grants are up to \$400,000. Grant deadline is July 11, 2019, and two grant workshops will be held on May 15 and 16. Read more [here](#).

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40) Conservation Partnership Grants-- Executive Office of Energy and Environmental Affairs

Deadline: July 15, 2019

The Conservation Partnership Grant Program provides funds to non-profit organizations acquiring land or conservation restrictions, or to perform due diligence for land donated to the organization. Preference will be given to projects that would provide multiple recreational opportunities or would protect rare habitats and ecotypes. The maximum grant award is \$85,000, which can comprise no more than 50% of the funding needed to acquire the property. For information and eligibility, read [here](#).

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JOBS

41) Assistant to Vice President for Wildlife Sanctuaries and Programs-- Mass Audubon

Mass Audubon is seeking an executive assistant to aid the Vice President for Wildlife Sanctuaries and Programs. Responsibilities will include developing and editing documents and spreadsheets, organizing and setting up meetings, managing the state and federal permitting required for working with wildlife, assisting with the budget, and other responsibilities as needed. Minimum qualifications include Bachelor's degree and five years related experience, ability to work as part of a team, and familiarity with relevant software. For more information and to apply, visit [here](#).

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42) Visitor Services Supervisor, Mount Greylock State Park-- MA Department of Conservation and Recreation

MA Department of Conservation and Recreation is hiring a Visitor Services Supervisor who will lead day-to-day operations of the park and lead environmental education programs. Responsibilities include daily supervision and staffing of the park visitor center, identifying collaboration opportunities with community and regional partner organizations, training staff, developing public education materials, and performing

routine maintenance. Qualifications include two years experience leading educational or recreational programs or a Bachelor's degree in park management, natural resources, environmental education, or a related field. For more information and to apply, visit [here](#).

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43) *Leading by Example Program Sustainability Project Coordinator-- MA Department of Energy Resources*

The Department of Energy Resources is hiring a Sustainability Project Coordinator to help direct and implement sustainability and clean energy programs. Responsibilities include managing communications and outreach efforts, developing case studies on renewable energy, managing the program website, and managing grants.

Requirements include three years of relevant experience or a degree in business or public administration or management. For more information and to apply, visit [here](#).

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44) *Environmental Policy Fellow-- Environment America*

Environment America is hiring a Policy Fellow for a two-year position in their Boston office to lead campaigns to address local and global environmental issues.

Responsibilities will include collaborating with business owners, farmers, and officials, managing social media, writing reports on environmental issues, reaching out to donors, and managing staff. For information and to apply, visit [here](#).

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45) *Finance Assistant-- The Nature Conservancy*

The Nature Conservancy (Boston) is recruiting for a part-time Finance Assistant to provide a variety of routine and non-routine finance and accounting-related tasks. The finance assistant will be responsible for managing accounts payable, assisting with preparing the annual budget, and monitoring and coordinating non-real estate contracts and grants-out for Massachusetts Chapter staff. For more info and to apply, please visit www.nature.org/careers and search for job #47514. Posting closes at midnight on April 26th.

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46) *Farmland Information & Policy Specialist-- American Farmland Trust*

The American Farmland Trust (AFT) is hiring a Farmland Information and Policy Specialist who will assist the AFT in its documentation of state and local regulations. The specialist will manage the collection of laws and policies, review and analyze the impact of new regulations, identify best practices to support AFT's mission, and manage assistants and interns to assist with these responsibilities. Applicants should

have a law degree and a minimum of three years of work experience in agriculture policy, land conservation, or environmental policy. Apply [here](#).

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47) New England Climate & Agriculture Program Manager-- American Farmland Trust

The Climate & Agriculture Program Manager will be responsible for developing and implementing climate related activities across New England. Specific responsibilities include working with partners to create regional initiatives to encourage renewable siting, developing climate change related projects, remaining up to date on federal and state policies, and providing assistance to farmers and land managers. Applicants should have a bachelor's degree and at least seven years of experience in agriculture, conservation, or sustainability. To apply, visit [here](#).

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48) Administrator and Outreach Coordinator-- Groton Conservation Trust

The Groton Conservation Trust (GCT), a local non-profit organization with more than 1,500 acres of conserved land, is seeking a 20 hour/week staff person with strong interest in the environment to serve as this organization's first paid staff employee, beginning as soon as possible. Reporting to the President of the Board of Trustees and working primarily at the Land Trust's office in Groton, this person will support and administer the organization's activities and initiatives, while partnering with the Board (and key-subcommittees) to carry out strategic programming goals. A significant part of the work will include communicating with and coordinating the work of GCT volunteers. The ideal candidate will be motivated by GCT's mission of enhancing the quality of life in our community through environmental conservation and engaging residents in the enjoyment and stewardship of our remarkable natural landscapes. The candidate will be able to handle multiple responsibilities and prioritize work independently, relating well to members, trustees and volunteers. For more details please see the website [posting](#).

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49) Conservation Restriction Stewardship Specialist-- Mass Audubon

Mass Audubon is hiring a Conservation Restriction Stewardship Specialist to manage the organization's CR portfolio and maintain related records. Responsibilities include yearly property monitoring, preparing baseline documentation reports, and communicating with landowners and land acquisition staff. Qualifications include a Bachelor's degree in natural resource management, forestry, or a related field and two years of relevant experience working with conservation easements. For more information and to apply, visit [here](#).

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50) Seasonal Land Records and Database Coordinator-- MA Department of Conservation and Recreation

The MA Department of Conservation and Recreation (DCR) is hiring a Land Records Coordinator to help the transition into a new electronic database system.

Responsibilities include managing information from current and backlogged DCR projects, transferring files into a new database, managing paper files, and coordinating with other Land Acquisition staff. Applicants should have at least three years of relevant experience or a degree in business administration or management. Apply [here](#).

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51) Seasonal Field Technician-- Dartmouth Natural Resources Trust

The Dartmouth Natural Resources Trust (DNRT) is hiring a seasonal field technician to work on DNRT's 50 reserves from June to September, 2019. Responsibilities include trail maintenance, invasive plant removal, assisting the Land Steward with office based land stewardship projects, helping with DNRT events, and administrative tasks. Applicants must be able to work independently outdoors and identify native and invasive plants. Applicants currently pursuing a degree in natural resources, environmental science, or a related field are preferred. For more information and to apply, visit [here](#).

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52) Seasonal Field Assistant-- Town of Lincoln

The Town of Lincoln is hiring a field assistant to aid in the management of the town's conservation land. Responsibilities include restoring habitat, maintaining trails, controlling invasive species, and operating landscaping power equipment.

Qualifications include the ability to work outdoors in all weather conditions and to operate power equipment. Position will last 32 weeks through the summer. For more information and to apply, visit [here](#).

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53) Trail Steward-- The Trustees of Reservations

The Trustees are hiring seasonal trail stewards to work on trail reconstruction and maintenance projects at several locations across the Commonwealth. Responsibilities include trail reconstruction work such as building waterbars and staircases, clearing vegetation from trails, replacing trail signage, new trail construction, and maintaining equipment. Applicants must have at least 1 year or season of relevant experience, be able to work independently and as part of a team, and have a strong commitment to natural resource protection. Positions will be based in Notchview, Sharon, and North

Andover. For more information and to apply, search for 'trail steward' on their website [here](#).

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54) Forest Inventory and Monitoring Intern-- U.S. Fish and Wildlife Service

The American Conservation Experience and U.S. Fish and Wildlife Service are hiring an intern interested in advancing their career in natural resources and habitat management. Responsibilities include collecting and analyzing forest and habitat data at two National Wildlife Refuges, writing reports, developing sampling protocols, and plant identification. Applicants must have a degree (or be pursuing a degree in) forestry, ecology, natural resource management, or a related field and be capable of working independently at remote field sites. To apply, visit [here](#).

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55) New Leaders in Conservation Internship-- Conservation Legacy

Conservation Legacy and the National Park Service's Rivers, Trails, and Conservation Assistance Program are hiring an intern to help develop outdoor recreation programs at national parks and historic sites. Responsibilities will include working with stakeholders and partners at parks, developing case studies, and assessing potential programs to be carried out at parks and historic sites. Position will last 12 weeks from June 24 through September 13. For more information and to apply, visit [here](#).

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