



MASSACHUSETTS  
LAND TRUST  
COALITION

## 2025 Massachusetts Land Conservation Conference

### Workshop Presenter Bios

as of Jan 20, 2025

Presenters volunteered their time and expertise to help further conservation in the Commonwealth. The Massachusetts Land Trust Coalition appreciates their contributions.

#### **Sponsor Talks**

A variety of dates TBD.

#### **TNC in Massachusetts** | Tuesday, March 11, noon - 1 p.m.

#### Freshwater Resilience: Adding Rivers and Streams into your Land Conservation

- ❖ **Mark Anderson** directs The Nature Conservancy's North American Center for Resilient Conservation Science (CRCS) which provides science leadership, ecological analysis, and landscape assessments for conservation efforts across the United States. He holds a Ph.D. in Ecology from University of New Hampshire and has worked as an ecologist for over 35 years, 31 with The Nature Conservancy. He has published widely on climate change resilience, large landscape conservation, biodiversity, and forest dynamics. A co-author of the National Vegetation Classification, his current research interests focus on the intersection between ecological services, biodiversity, and geophysical properties. He manages a team of six scientists specializing in the spatial analysis of terrestrial, freshwater, and marine systems.
- ❖ **Barbara Charry** worked as a conservation biologist and GIS manager for Maine Audubon for 25 years prior to working for TNC in Missouri and Massachusetts. She developed and led Maine's highly successful Stream Smart training program for professionals to reconnect aquatic habitat through road-stream crossings designed to benefit fish and wildlife and infrastructure. She is a co-founder of Maine's nationally award-winning Beginning with Habitat program for municipal conservation landscape planning, and she co-developed a statewide habitat connectivity analysis.
- ❖ **Arlene Olivero** has a Master of Science in Biology from the University of Massachusetts. In her 24 years with The Nature Conservancy, she has focused on large-scale assessments of freshwater systems and is the author of the Northeast Aquatic Habitat classification. Her research includes stream and lake habitat classification, floodplain modeling, freshwater resilience, and aquatic habitat condition assessments. She was a core analyst on the terrestrial resilience analysis developing the landforms, soils, and geology datasets for much of the country.

**Mass Audubon | Wednesday, March 12, noon - 1 p.m.**

Discussion of Mass Audubon's 30x30 Catalyst Fund with Current and Potential Partners

- ❖ **David Santomenna** serves as the Senior Director of Land Conservation for Mass Audubon, and has been working in the land conservation field in Massachusetts for over 20 years. Prior to joining Mass Audubon, David worked for the Trustees of Reservations as the Associate Director and then Interim Managing Director of Land Conservation, where he was responsible for land conservation projects statewide, including new reservations, reservation expansions, and conservation restriction acquisition and stewardship. Before joining The Trustees in January 2015, David served as Essex County Greenbelt's Director of Land Conservation, and as a project manager for the Trust for Public Land.

**EOEEA | Tuesday, March 18, noon - 1 p.m.**

Developing Biodiversity Conservation Goals for the Commonwealth

- ❖ **Jennifer Ryan** is the Assistant Commissioner for Strategic Initiatives & Climate Policy at the Massachusetts Department of Fish & Game. She was formerly the deputy director of advocacy at the Charles River Watershed Association. Ryan began her career with the Division of Fisheries and Wildlife's Natural Heritage and Endangered Species Program. She was director of legislative affairs at Mass Audubon, and also worked as director of policy at The Trustees of Reservations.
- ❖ **Eve Schlüter** is the Deputy Director at MassWildlife, the Division responsible for the conservation of freshwater fish and wildlife in the Commonwealth, including endangered plants and animals. Under Director Tisa's supervision, Eve oversees all aspects of MassWildlife's mission to restore, protect, and manage land for wildlife to thrive and for people to enjoy. Prior to becoming Deputy Director, Eve was the Assistant Director of MassWildlife's Natural Heritage and Endangered Species Program (NHESP) where she most recently co-led the development of the new BioMap. From 2017- 2019 Eve was the Assistant Director of the Massachusetts Environmental Policy Act Office (MEPA) at the Massachusetts Executive Office of Energy and Environmental Affairs where she administered the MEPA review process and assisted in the development of several MEPA policies. From 2007-2017, Eve served first as a Senior Endangered Review Biologist and then as the Chief of Regulatory Review for MassWildlife where she oversaw the implementation of the Massachusetts Endangered Species Act through regulatory review.

**Friday, March 21**

9:30 – 10:45 a.m. \_\_\_\_\_ 8 Concurrent Workshops (1 h 15 m)

**A Blueprint for Better Boards: Three Strategies for Board Recruitment**

- ❖ **Jennifer Plowden** is Senior Conservation Economist at The Trust for Public Land, and has a managing role in the Conservation Economics program where she leads economic research on the economic benefits of parks, trails, and land conservation. She has conducted

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economic analyses in over 40 U.S. communities—including municipalities, park districts, counties, and states in all four regions of the country—as well as nationwide. A consistent theme in her portfolio is how to use economic talking points to expand support for conservation and parks through coalitions, partnerships, and engagement with nontraditional advocates, such as health, tourism, and economic development professionals.

- ❖ **Karen Grey** has served as the President and Executive Director of Wildlands Trust since 2007. Under her leadership, Wildlands Trust has significantly grown its protected land portfolio, operating budget, endowment, staff, and programming. Karen's vision and execution led to the creation of Davis-Douglas Farm, a transformational project that resulted in a beautiful new educational facility and headquarters for Wildlands, and the protection of this historic Plymouth landmark. Beyond her role at Wildlands, Karen is committed to the community, and has served as the vice president of the Massachusetts Land Trust Coalition, vice president of the South Shore Economic Development Council, and a board member of Historic O'Neil Farm in Duxbury. She began her conservation career at the Manomet Center for Conservation Sciences. There, she held several management positions during her 17-year tenure, including chief operating officer, director of marketing and development, and assistant director.

## Managing Forests for Climate

- ❖ **Joshua Rapp** is a Senior Forest Ecologist for Mass Audubon where he leads work on Climate-Smart Forestry. This includes managing projects that develop and promote resilient forests and enhance carbon storage through forest stewardship planning and incentivizing forest management practices that are appropriate for changing climate conditions. Josh is a Massachusetts licensed forester, has a PhD in Biology, and has conducted research on forests and climate change for over 20 years in systems as diverse as the tropical Andes of South America, the Northern Rockies, and New England.
- ❖ **Hayden Stebbins** joined New England Forestry Foundation (NEFF) in July 2024 as the Southern New England Program Forester to help launch NEFF's Climate-Smart Commodities project in Massachusetts, Connecticut and Rhode Island. He previously ran a native plant nursery, consulted for landowners around invasive species control and facilitation of native plant species, and taught public workshops on ethnobotany, ethnomycology, and clinical herbalism. Hayden also holds an MF from Yale School of the Environment, an M.S. in Sustainable Horticulture and Food Production from Schumacher College, and a B.S. in Science of Natural and Environmental Systems from Cornell University.
- ❖ **Alison Wright-Hunter** is a Service Forester assisting the forest landowners of Western Franklin County with the stewardship of their lands for over 20 years. Her career at DCR began working in the Forest Health Program. Prior to her work at DCR she worked in the forests of Maine, Massachusetts, Connecticut, Rhode Island and California. She received her B.S. in Forest Management from UMass Amherst and recently she earned a Graduate Certificate in Forest Carbon Science, Policy and Management from Michigan State University. She has worked with DCR and its partners to develop and deliver the Foresters for the Birds Program and most recently to develop and deliver the Climate Forestry Program. She thinks about trees and forests every day.

## **Saving the Farm: A Case Study for Successfully Using C.61 to Preserve Land from Development**

- ❖ **Dennis Murphy** has been practicing law for over 25 years. He represents many non-profit conservation groups, land trusts and other similar organizations, including Wildlands Trust in the Middleborough farm matter that is the subject of his presentation.
- ❖ **Scott MacFaden** discovered his passion for land trust work while volunteering in the field. With a Master's degree in hand after a significant career pivot, an opportunity at Wildlands Trust brought the South Shore native back to Southeastern Massachusetts. In his current role as Director of Land Protection, Scott enjoys spending time out in the field, experiencing landscapes that he would not otherwise get to see, and facilitating beneficial outcomes in conservation. He strongly believes that organizations working at the local and regional level can make a substantial difference in the communities they serve. Scott holds a bachelor's degree in economics from UMass Boston, and a master's degree in environmental studies from Antioch University New England. He serves as both a board member and volunteer trail crew for the Cardigan Highlanders, and he's a trail adopter in White Mountain National Forest. In addition, Scott has served for twelve years on the Town of Rockland Open Space Committee.

## **Programming & Partnership: Serving Under-Represented Communities**

- ❖ **Emily Biggs** is a TerraCorps Youth Education Coordinator serving their second year at Kestrel Land Trust. With a degree in History and Museum Studies, Emily's years of experience in public education within the museum shifted to a focus on youth and school groups while in their position at the Griffin Museum of Science and Industry in Chicago, IL. Youth education is what brought Emily to conservation, through the TerraCorps program, a conservation focused AmeriCorps service program. While at Kestrel, Emily has cultivated the partnership with Girls Inc. which has expanded this year to include weekly programming. Emily emphasizes collaboration and works to pair organizations with opportunities and experts in their community work.
- ❖ **Anissa Nieve** is the Assistant Director of After-School Programs – Elementary, at Girls Inc. of the Valley. With four years of experience in youth education and development, she also holds a dual degree in Communications and Psychology, which informs her innovative approach to creating programs that promote growth, confidence, and resilience in young people in her program. Anissa supports the mission of inspiring all girls to be strong, smart, and bold through culturally inclusive activities and fostering collaborative environments. Her expertise lies in creating meaningful, community-driven programs that empower youth to succeed both academically and personally.

## **Your Invasive Plant Management Questions Answered: Strategies and Tactics for LTs of All Sizes**

- ❖ **Tom Lautzenheiser** is a Regional Scientist for Mass Audubon, and helps guide ecological management planning, including climate change adaptation, for the organization. Tom has a lead role in Mass Audubon's forest carbon offset project and is responsible for planning and implementing wildlife habitat management projects on 31 wildlife sanctuaries, totaling over

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18,000 acres, west of Route 495. He is a board member of the Pascommuck Conservation Trust. Tom is a graduate of Tufts University and has a master's degree in Natural Resource Planning from the University of Vermont.

- ❖ **John Sangermano** served on Stow's Conservation Commission, Recreation Commission, Master Plan Committee and Open Space Update Committee, and currently leads SCT's Stew Crew on invasives management/forestry initiatives.
- ❖ **Jane Maloney** is the Land Steward at Sudbury Valley Trustees, a regional land trust operating between Boston and Worcester. She regularly works on invasive species management and habitat restoration planning and oversees SVT's invasive volunteer program, the Weed Warriors. Jane holds a BS in Environmental Science from St. Michael's College and is currently pursuing an MS in Sustainability from Tufts University.

## Natural Climate Solutions in Massachusetts: How Landowners Are Using Wetlands, Farms, and Forests to Fight Climate Change

- ❖ **Laura Marx** is a Climate Solutions Scientist with The Nature Conservancy's Massachusetts chapter. She leads the chapter's work on natural climate solutions – better management and protection of forests, wetlands, and farms to reduce and remove carbon emissions. As part of her work on how forests are impacted by, and can help fight, climate change, Laura also leads a Regional Conservation Partnership of land trusts and other stakeholders called the Berkshire Wildlife Linkage.
- ❖ **Sebastian (Bas) Gutwein** is a living systems designer and founding partner of Regenerative Design Group. His work draws from his interests in the arts, ecology, politics, and place. At RDG Bas utilizes his GIS expertise combined with his artistic sensibilities and practical skills gained in farming, construction, and stonework to plan and create resilient and beautiful landscapes and communities. In recent years, he has led the GIS analysis component of high level projects focusing on soil organic carbon dynamics at municipal and statewide scales. He teaches Surveying, the Adobe Creative Suite, AutoCAD and GIS at The Conway School. Bas holds a BS in Environmental Design from UMass.
- ❖ **Sara Grady, Ph.D.** is Mass Audubon's Senior Coastal Ecologist in the Ecological Restoration Program. Before this position, she spent over 18 years with the Massachusetts Bays National Estuary Partnership as South Shore Regional Coordinator, a position hosted by the North and South Rivers Watershed Association. She earned an Sc.B. in Aquatic Biology from Brown University and a Ph.D. in Biology with a specialization in Marine Biology from the Boston University Marine Program. Her role at Mass Audubon focuses on salt marsh and coastal cranberry bog restoration, coastal resiliency, and providing coastal ecology knowledge for multiple Mass Audubon research and advocacy efforts.

## Centering Reciprocity: Land Trust & Indigenous Community Relationships (Part 1)

- ❖ **Pam Ellis** (Nipmuc) is retired from the practice of law in Massachusetts and now serves as the Principal/Owner of Chagwás Cultural Resource Consultants, LLC. She is an advocate/activist for Aboriginal Rights and Indigenous land stewardship. She holds a JD and

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certificate in Federal Indian Law from the ASU College of Law. Pam served as a member of the Board of Directors of the Native Land Conservancy in Mashpee from 2012 to 2024.

- ❖ **Kimberly Toney** (Nipmuc) is the Inaugural Coordinating Curator of Native American and Indigenous Collections at the John Carter Brown and the John Hay libraries at Brown University. Previously, Kim was Head of Readers' Services and Director of Indigenous Initiatives at the American Antiquarian Society in Worcester, Massachusetts. Kim holds an MA in Historic Preservation from the University of Delaware and regularly serves as an advisor or consultant to cultural institutions across Nipmuc homelands in Massachusetts.
- ❖ **Andre Strongbearheart Gaines, Jr.** (Nipmuc) is the Creative Director of No Loose Braids, a Nipmuc-led organization working to bring Eastern Woodland Tribal communities together through cultural revitalization of traditional practices to revive community and culture. He creates a space for Indigenous folks to step out the fractured ways of colonized thinking and reconnect with ancestral knowledge, strengthen bonds of reciprocity, and bring balance. He advocates for Tribal rights through engaging in dialogue in colonial spaces.
- ❖ **Jennifer Albertine** is the Climate and Land Justice Director for the Mount Grace Land Conservation Trust. Before joining her land trust in 2021, she spent two decades in academia teaching and researching about the environment through the lens of social justice and holds a PhD in this field. She is committed to changing the trajectory of conservation to recenter and return land stewardship to Indigenous people who have been stewarding this land for millennia.

11:05 a.m. – 12:20 p.m. 8 Concurrent Workshops (1 hr 15 min)

### **Centering Reciprocity: Land Trust & Indigenous Community Relationships**

**(Part 2)** See bios from part 1

### **Alternatives to Conservation Restrictions**

- ❖ **Elizabeth Wroblecka** is senior land protection specialist for The Trustees of Reservations where she focuses on protecting critical forest and farmland, and resolving stewardship issues. She formerly practiced law in Massachusetts and California specializing in land conservation, environmental justice, real estate, land use, estate planning, and litigation. Elizabeth has worked as a staff member of the Land Trust Alliance, Mount Grace Land Conservation Trust, the Napa Valley Land Trust and the Pacific Forest Watershed Lands Stewardship Council and served as Chief of Wildlife Lands for the Massachusetts Division of Fisheries and Wildlife. She currently sits on the board of The Norcross Wildlife Foundation and LTA's Conservation Defense Advisory Council. Prior board service includes Community Involved in Sustaining Agriculture and the Northampton Zoning Board of Appeals and Conservation Commission.
- ❖ **Mark Robinson** has served as Executive Director of The Compact of Cape Cod Conservation Trusts, Inc. since its founding in 1986. The Compact provides technical assistance to 30 local and regional land trusts operating on Cape Cod, contracts with Cape Cod towns for their municipal open space projects and serves as a national model of regional cooperation for land trusts. A graduate of Williams College and the University of Rhode Island, Robinson previously worked in regional government on coastal management and water quality issues.

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He has served as Chairman of the Barnstable Conservation Commission, Vice-Chair and Treasurer of the Massachusetts Land Trust Coalition, and Vice-President of the Association to Preserve Cape Cod. He recently served as the Governor's appointee to the Cape Cod National Seashore Advisory Commission. He is an elected Water Commissioner for the Cotuit Fire District and served as Chairman. The US Environmental Protection Agency acknowledged Robinson's work with a lifetime achievement award in 2009. Robinson lives in Cotuit and has two sons. He is an avid sailor and experienced nature guide.

### DCS Open Space and Recreation Grant Programs: An Overview

- ❖ **Vanessa Farny**, DCS Forest & Land Grant Program Manager, administers the LAND grant, Landscape Partnership, and Conservation Assistance for Small Communities grant programs. She holds an M.S. in Conservation Biology from the University of Michigan's School for Environment and Sustainability, and has worked in land conservation in California and Massachusetts.
- ❖ **Melissa Cryan** is the Grant Programs Supervisor for the Massachusetts Division of Conservation Services, where she directly administers the PARC, Conservation Partnership, and Land and Water Conservation Fund Grant Programs. She also reviews and approves all Open Space and Recreation Plans. She has a BS in Ecology and Evolution from the University of Rochester and an MA in Urban and Environmental Planning and Policy from Tufts University.

### Chittick Elementary's Community Schoolyard: An Example of How GIS and Urban Climate Solutions Support EJ Communities

- ❖ **Jodi Valenta**, Massachusetts State Program Director, is passionate about connecting people to green space and is committed to making the outdoors more accessible for Massachusetts residents and beyond. As head of the Massachusetts state office, Jodi oversees a successful and growing program to create parks, trails, and schoolyards in underserved neighborhoods in Boston and the Gateway Cities. She also leads the effort to protect critical land in Western Massachusetts, all for public benefit and enjoyment. She guides work with donors, funders, public agencies, and community stakeholders to create quality access to the outdoors for everyone. Jodi was instrumental in launching the Nature for All Coalition, which is working to create a permanent state funding source for land protection and climate resilience in Massachusetts. Jodi holds a Master of Science from the University of Florida and an undergraduate degree from Syracuse University in political science.
- ❖ **Maggie Owens** has worked as a planner and analyst for the Boston Parks and Recreation Department for six years. Prioritizing community knowledge and equitable data practices, she has served as project manager for Boston's first Urban Forest Plan and contributed to the Parcel Priority Plan, a parks planning effort that utilized institutional knowledge, community feedback, and geospatial modeling to identify sites for protection or acquisition.
- ❖ **Taj Schottland** is a seasoned professional with over 14 years of experience working in the fields of climate change and natural resource management. He currently serves as the Associate Climate Director for the Trust for Public Land (TPL). In this role he helps spearhead the organization's climate strategy, implementing nature-based solutions to address climate equity, enhance community resilience, and increase carbon storage and sequestration.

Before joining TPL, Taj worked for the National Wildlife Federation where he managed coastal resilience projects that took a holistic approach to safeguarding human communities, habitats, and wildlife from climate hazards. Taj holds a B.A. in Human Ecology from College of the Atlantic where his studies focused on international climate policy and understanding and addressing the complex interactions between human societies and the environment.

## Follow the Forest: Using Community Science to Inform Conservation Action

- ❖ **Isabel Bronson** joined HVA in August 2024 after spending two years with The Trustees Ecology Department as a TerraCorps Land Stewardship Coordinator where she worked to expand and develop community science programming relating to grassland obligate birds, cavity nesting birds, and general biodiversity conservation. She received her B.A. in Biology at Vassar College in 2021 and after graduation, before joining TerraCorps, worked on a hand-scale regenerative vegetable farm and completed an internship with the Global Warming Mitigation Project exploring sustainable agriculture practices. At HVA, Isabel is working to advance the Follow the Forest initiative through community science, education and outreach, and support of strategic conservation projects.
- ❖ **Julia Rogers** has over seven years of experience working with land trusts throughout the northeastern U.S. In 2021, she joined HVA to support the Follow the Forest Initiative by advancing strategic land conservation projects, driving innovative funding solutions, and informing projects with community science. Her expertise spans conservation transactions, conservation easement monitoring and enforcement, preserve stewardship, and GIS modelling and mapping. Julia holds a B.A. in biology, focused on forest ecology from Colby College and an M.S. in natural resources from the University of Connecticut, where she conducted research on invasive plants, non-native earthworms, and tropical rainforest restoration.

## Troubleshooting Land Negotiations

- ❖ **Robb Warren** is Managing Director of Conservation at The Trustees. This role includes land protection planning, building partnerships, overseeing the Conservation Restriction Program of The Trustees and working directly with landowners to conserve their lands. Rob returned to his conservation roots in 1990, after a decade as a cabinet and furniture maker. Following a brief internship with the state Natural Heritage and Endangered Species Program, he accepted a position with the MA Dept. of Fish & Game land protection program where he served as Habitat Protection Coordinator. Prior to joining The Trustees, he was Director of Protection & Policy for the MA Chapter of The Nature Conservancy.
- ❖ **David Santomenna** serves as the Senior Director of Land Conservation for Mass Audubon, and has been working in the land conservation field in Massachusetts for over 20 years. Prior to joining Mass Audubon, David worked for the Trustees of Reservations as the Associate Director and then Interim Managing Director of Land Conservation, where he was responsible for land conservation projects statewide. Before joining The Trustees in January 2015, David served as Essex County Greenbelt's Director of Land Conservation, and as a project manager for the Trust for Public Land. While at Essex County Greenbelt, David worked with landowners to complete over 150 land conservation projects both large and small.



## Riparian Restoration in High-Priority Sites Across the Commonwealth

- ❖ **Naomi Valentine** has been conducting and managing ecological restoration projects for over 10 years. Her key skill sets include climate adaptation/resilience enhancement; developing and managing invasive vegetation management plans and projects, particularly within sensitive areas such as those that contain rare species and wetland resource areas; and riparian and wetland restoration. With her background in wetland ecosystems, invasive plant management, and ecological restoration, she is able to understand the dynamics of different habitat types and the best integrated management types required to achieve all project goals. Naomi's primary role at SWCA is the management of projects that relate to climate-driven services, including ecological restoration, ecosystem assessment, permitting, and ecological intervention planning.
- ❖ **Hilary Dimino** has been overseeing urban forestry and climate resiliency projects for over 13 years. Her skill sets include knowledge of urban forestry best practices, tree planting methodology and stewardship, urban heat mitigation, climate resiliency and ecological restoration. Her responsibilities within EEA include program oversight of various tree planting projects, including the Riparian Zone Replanting Program. She is also responsible for grant administration related to tree planting and assisting the EEA team with implementing tree planting, urban forestry, and heat mitigation-related projects.
- ❖ **Lori Johnson** is a GIS Specialist and Ecologist with over 17 years of professional experience with a variety of GIS methods including aerial photograph interpretation, land cover mapping, remote sensing, GPS technology. Her responsibilities include managing GIS activities in SWCA's Amherst, Massachusetts, office, setting standards for mapping deliverables, managing spatial databases, conducting GIS analyses, and creating maps for technical reports. She also conducts field projects and permitting related to rare species and develops technical reports.

## Gatherings to Galas: Raise Awareness, Friends and Money with Events

- ❖ **Jenny Hansell** is the President of Berkshire Natural Resources Council in Lenox, Mass. Prior to her role at BNRC she was the Executive Director of the North East Community Center in Millerton, New York and development director/fundraising consultant for environmental, educational and arts nonprofits. Jenny's fundraising expertise includes major gifts and DAFs, foundation and government grants, and planned giving. In her thirty-year nonprofit career, she has held a wide variety of successful fundraising gatherings from small intimate gatherings to large gala-style events that raised six figures or more.

## Landscape Software Users Roundtable

- ❖ **Nancy Cowan**, Associate Director of Land Conservation at Mass Audubon. Nancy has over 20 years of experience working for land conservation organizations in a variety of roles. She began her career working for The Nature Conservancy out of its regional office in Boston. Before coming to Mass Audubon in 2018, Nancy spent 10 years at the Concord Land Conservation Trust.

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- ❖ **Tom Dodd** has been monitoring CR properties for the Trustees for over 5 years. He has been using the Landscape App for 4 years, working to enhance the CR stewardship processes. Tom lives in Upton, MA
- ❖ **Olivia Lukacic** is a Land Conservation Specialist at The Trustees of Reservations. She lives in Cambridge, MA but appreciates that her work takes her to all corners of the Commonwealth.
- ❖ **Michael Madole** worked with the CR team at the Trustees before joining Landscape in 2020. He serves on the board of Hilltown Land Trust and lives in Plainfield, MA.

2:25 - 3:40 p.m. 8 Concurrent Workshops (1 h 15 m)

### Designing and Operating Accessible Nature Trails

- ❖ **Lucille (Lucy) Gertz** has helped plan the visitor experience at each of Mass Audubon's 18 All Persons Trails, working with a team of accessibility consultants, including individuals from the local disability community. This includes getting expert user feedback on planned routes, seating, interpretive stops, navigation supports, and trail information. This inclusive planning process results in a self-guided interpretive tour available in printed, audio, and tactile formats and local accessibility partners who promote the use of the trails. For trails at Nature Centers, Lucy trains staff and volunteers to support visitors with a wide range of needs, to provide mobility equipment and adaptive materials available for visitors to borrow, and to design and deliver adaptive programs such as accessible birding.
- ❖ **Liz Stetson** is a Landscape Architect with over fifteen years of experience designing, planning and managing projects in the built environment. She is responsible for management of all Capital Projects at Mass Audubon's sanctuaries across the state, from renovation projects to new construction. She also manages the planning, design, permitting and construction of Mass Audubon's All Person Trails in close coordination with teams of consultants and staff. In the last three years, she has seen three All Persons Trails through to completion and is currently working on four active All Persons Trails to be completed by late 2025.
- ❖ **Stephen Hutchinson** holds a Master of Science in Recreation and Parks Management from Frostburg State University. He oversees more than 22,000 acres of land, 40 wildlife sanctuaries, and eight nature centers across Massachusetts. Stephen works closely with Mass Audubon's Property Leadership team to identify needed trail maintenance projects on the over 200 miles of trails, including 18 All Persons Trails, Mass Audubon manages. He oversees planning, organizing, and executing large scale trail maintenance projects across the state. Stephen has helped develop best practices for ongoing maintenance and trail evaluation.

### Farmland Protection: Tools, Funding Sources, and Success Stories

- ❖ **Kathleen Doherty** works across Massachusetts as a Farmland Easement Support Specialist for American Farmland Trust (AFT). After earning a B.S. in Environmental Design and a Master's of Regional Planning at UMass-Amherst, Kathleen completed a year of service through the TerraCorps program, then spent a year working at a small regional land trust in New Hampshire. Immediately before joining AFT, she spent six years directing the farmland conservation and stewardship program at Connecticut Farmland Trust. As a member of the

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AFT New England team, Kathleen works statewide to increase the pace of farmland protection by assisting the conservation community with navigating the ACEP-ALE program and other farmland protection tools.

- ❖ **John Chester** works as a project manager in the Watershed Protection department of the Buzzards Bay Coalition, a regional land trust and educational organization dedicated to the restoration, protection, and sustainable use of Buzzards Bay and its surrounding watershed. He manages the Coalition's land protection projects during their acquisition, protection and transfer. This work includes several recent and future USDA-ALE supported farmland protection projects. His professional background is in general contracting and real estate valuation. He is a graduate of Appalachian State University and is a native of Wilmington, NC.
- ❖ **Nick Pitel** is the Assistant Director of Conservation at Berkshire Natural Resources Council, which serves all of Berkshire County, MA. Nick grew up exploring nature in Otego, New York. He received a BS in field biology from Paul Smith's College and a master's in forest ecology and management from SUNY College of Environmental Science & Forestry. Nick worked for the U.S. Department of Agriculture, developing conservation plans for farm and forest landowners and for the MA Department of Agricultural Resources stewarding protected farmland. He is also a licensed forester and previously worked with Columbia Land Conservancy.

### Litigation Toolbox: Lessons Learned from Sudbury Valley Trustees v. Iron Horse Equestrian

- ❖ **Michael Campinell** is an associate at Beveridge & Diamond's Boston office. He is an environmental lawyer, with particular focus on contaminated site remediation and cost recovery, the Clean Water Act, and defense actions brought under state and federal environmental laws. He also has experience in Massachusetts land use law. Michael also maintains a commitment to pro bono service, assisting individual and non-profit clients in land conservation, housing, and immigration matters, and is currently developing an environmental mock trial program in partnership with Boston Public Schools. Michael was one of the lead attorneys in the litigation to enforce Sudbury Valley Trustees' conservation restriction.
- ❖ **Kristen O'Brien** is Sudbury Valley Trustees' (SVT) Conservation Restriction Manager, and joined SVT in 2017. She manages ~3,300 acres of protected lands across 100 conservation restrictions, creates invasive plant management plans, and is the coordinator for the SuAsCo CISMA, which works with local partners to increase invasive plant management efforts in the Metrowest area. Prior to her work with SVT, she was the acting agent for the Holliston Conservation Commission, studied ways to manage invasive annual grasses in eastern Washington, and assisted on a Lyme disease ecology study. Kristin has a BS in biology: ecology and evolution from Hofstra University and an MS in biology: habitat management from Eastern Washington University.
- ❖ **Lauren Karam** is an associate at Beveridge & Diamond's Boston office. Lauren helps clients with a wide range of environmental regulations and represents clients in litigation. Prior to joining the firm, Lauren served as Counsel in the Massachusetts Department of Environmental Protection (MassDEP) Office of General Counsel in Boston, MA, where she worked on air and climate policy, air permitting, and enforcement. Lauren was one of the lead attorneys in the litigation to enforce Sudbury Valley Trustees' conservation restriction.

## **Community Stewardship: Building Capacity Through F(r)ee for Service Programs**

- ❖ **Janet Milkman** is the Executive Director of the Barnstable Land Trust on Cape Cod and a Certified Outdoor Mindful Guide as well as a Calmer Choice-certified mindfulness teacher. Janet has led environmental non-profit organizations in Massachusetts, Minnesota, Philadelphia and New Jersey, working on smart growth, green building, and energy conservation and renewables. She has a B.A. from Wesleyan University and an M.P.A. from Princeton University's Woodrow Wilson School. Since her training with the Kripalu School of Mindful Outdoor Leadership in 2019, Janet has been experimenting with mindful outdoor programs at local land trusts.

## **DEIAB: How to Get Started, How to Plan for It, What's Worked, What Hasn't**

- ❖ **Emma Ellsworth** is Executive Director of Mount Grace Land Trust and is an avid hunter, angler, hiker, and outdoors woman. She spent 20 years as a union organizer and negotiator, fighting for social justice, for working class people to have a voice on the job, and for a chance at a decent quality of life. She believes deeply in our need to bridge differences, foster a culture of finding common goals, and stand up for what we believe in if we are to be successful. She follows in the footsteps of her family, who were active Mount Grace Community members. As the Vice Chair and Agricultural Interest representative of the seven person board of MassWildlife, and as a board member of the Conservation Law Foundation, Emma is able to have a statewide voice, advocating for protection of our state's biodiversity.
- ❖ **Jenny Hansell** is the President of Berkshire Natural Resources Council in Lenox, Mass. Prior to her role at BNRC she was the Executive Director of the North East Community Center in Millerton, New York and development director/fundraising consultant for environmental, educational and arts nonprofits. Jenny's fundraising expertise includes major gifts and DAFs, foundation and government grants, and planned giving. In her thirty-year nonprofit career, she has held a wide variety of successful fundraising gatherings from small intimate gatherings to large gala-style events that raised six figures or more.

## **Cooper Hill Conservation Project: Achieving Landscape Scale Conservation through Alliance Building and Shared Resources**

- ❖ **Marianne Iarossi** is a Land Conservation Specialist with The Trustees of Reservations. Marianne is a certified planner through the American Planning Association with over 10 years of experience in environmental planning and open space conservation in the private, public, and non-profit sectors. She is currently reading *The Ballad of Songbirds and Snakes* and *Gordon Abbot's Saving Special Places*.
- ❖ **Kathy Orlando** is Executive Director for Land Protection with the Sheffield Land Trust where she has worked for over 30 years to conserve the rich agricultural, ecological, historic and cultural heritage of the area. As Chair of MLTC's Partner Engagement Committee, she convenes quarterly Conservation Partner Meetings. She also serves as land trust representative to the Agricultural Lands Preservation Committee of the Massachusetts Department of Agricultural Resources. Kathy also serves on a number of town and other nonprofit boards including the Berkshire Community Land Trust/Community Land Trust in

the Southern Berkshires, Berkshire County Farm Bureau, and the Agricultural, Historical and Housing Commissions for the Town of Sheffield. She received a B.A. from Wheaton College and a J.D. from Pace Law School.

- ❖ **Jay Rosa** is an Acquisition Planner with the MA Department of Agricultural Resources (MDAR) Agricultural Preservation Restriction (APR) program, focusing on farmland conservation projects across southern portions of the state. Jay has over 10 years of experience in land use planning and conservation at state, regional, and local levels of government. In his free time, Jay often volunteers on organic farms and vineyards in Bristol County.

## **Habit to Habitat: Transforming Landscapes to Resilient Ecosystems, from Conception to Maintenance**

- ❖ **Evan Abramson** is an M.Sc. is a results-driven designer and planner on a mission to rebuild biologically diverse ecosystems through pollinator-plant interactions. As Founder and Principal of Landscape Interactions, he works closely with project partners along every step of the process, from conception through design, implementation and maintenance. Since 2019, Landscape Interactions has been responsible for over 380 acres of habitat installed in the Northeast, specifically targeting at-risk bees and lepidoptera for each project location.
- ❖ **Jason Steiding** is an active environmental leader throughout New England, a native Cape Codder and Eagle Clan member of the Mashpee Wampanoag Tribe. In his role as Natural Resources Director of the Mashpee Wampanoag Tribe, he strives to protect the natural resources that have ensured the survival and well-being of his People since time immemorial and to sustain these resources for the next seven generations. Jason oversees all natural resource related activities for the Mashpee Wampanoag Tribe including fish and wildlife management, habitat protection and restoration, water resource management, food sovereignty, diadromous fish recovery and Tribal development and environmental policy analysis and implementation.